



Workforce Census 2025

England

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Introduction

The aim of this report is to provide information at a point in time (31 March 2025) about the non-trainee psychiatric workforce and staffing in England; this comprises numbers of consultant, specialty and specialist (SAS) psychiatrist posts across NHS organisations in England. 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 non-trainee 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 & Workforce Unit of the Royal College of Psychiatrists (RCPsych) in collaboration with the RCPsych Policy & Campaigns team and is typically conducted biennially.

The collection of the data took place between May and October 2025 and the questions forming the census are provided in the appendices of this report.

In total, 40 out of 48 NHS mental health trusts across England participated in the 2025 workforce census, equalling a response rate of 83%, higher than the response rate for the 2023 census, where 39 of the 52 mental health trusts participated (a response rate of 75%). A list of organisations who returned data for the most recent censuses are listed in [Appendix D](#). The College would like to thank all the participating NHS trusts and national organisations in England for providing workforce information and contributing to this exercise.

It is worth noting that the workforce census deals with posts rather than individuals and is collected from HR departments and medical directors. Data collection was amended for the 2025 RCPsych workforce census; locum data was only collected for consultant psychiatrists, therefore any locum data for SAS doctors would have been recorded in the vacant post section of the survey and considered to be 'non-substantive' posts. For the sake of reporting, we will be referring to substantive and non-substantive SAS doctor posts in the final write-up.

All data in this report was processed and analysed by the College's Policy & Campaigns team in the Strategic Communications department.

Results

Consultants

There were 5,193 consultant psychiatrist posts across the NHS trusts in England that responded to the 2025 RCPsych Workforce Census, 4,445 (86%) of which were filled by substantive or locum consultants.

Substantive posts

The proportion of filled consultant psychiatrist posts comprising substantive consultants is 85% (3,776 posts), similar to the proportion for the 2023 census (3,650 posts, 84%).

While the proportion of male substantive consultants in post has decreased over time and the gender gap is narrowing, the proportion of male substantive consultants was consistently greater than female substantive consultants in the most recent censuses. In 2025, 52% and 48% of substantive consultants were male and female, respectively – the same proportions as the 2023 census. This compares to the male/female split of 55% and 45% in 2019, and 53% and 47% in 2021.

Non-substantive posts

Since the last census, the proportion of vacant consultant psychiatrist posts has slightly decreased from 15.9% (821 posts) in 2023 to 14.4% (748 posts) in 2025. However, there has been an increase of around four percentage points from 10% in both the 2021 and 2019 censuses (with 588 and 584 posts, respectively); **one in seven consultant psychiatrist posts in England are vacant or unfilled.**

13% (669 posts) of all consultant psychiatrist posts were filled by locums, the same as the proportion recorded in the 2023 census (with 680 posts), but slightly lower than 14% (768 posts) for the 2021 census. After accounting for all non-substantive consultant psychiatrist posts, the 'true vacancy rate' rises to 27%, a reduction of two percentage points from 29% in 2023, but greater than the values for 2019 and 2021 (with 21% and 24%, respectively). **Over a quarter of consultant psychiatrist posts in England are vacant or filled by non-substantive psychiatrists.**

Psychiatric specialties

Among the thirteen psychiatric specialties surveyed in the 2025 census, eating disorders psychiatry had the greatest proportion of vacant consultant posts across the English trusts in 2025 with 20%, followed by general adult psychiatry (17%) and child & adolescent psychiatry (16%); **one in five eating disorders consultant psychiatrist posts are vacant in England.**

At the other end, academic psychiatry had no vacant posts, while addictions psychiatry and medical psychotherapy had vacancy rates of 3% and 5%, respectively.

When accounting for all non-substantive consultant posts, eating disorders psychiatry also had the greatest 'true vacancy' rate (with 37%), closely followed by general adult psychiatry (34%); **over a third of eating disorders and general adult consultant psychiatrist posts were vacant or filled by non-substantive psychiatrists.** In contrast, medical psychotherapy had the lowest proportion of non-substantive consultant posts, with 9% (four times lower than the rate for eating disorders psychiatry).

The consultant vacancy rates by specialty are documented in [Appendix F](#).

English divisions

When comparing the census findings across the eight English divisions, it was found that the region with the greatest proportion of vacant consultant posts was the North East & Yorkshire, with 20%; **one in five consultant psychiatrist posts across the North East & Yorkshire are vacant or unfilled**. The West Midlands (16%), London (15%) and North West (15%) also all had consultant vacancy rates higher than the England average of 14%. In contrast, the East of England had the lowest proportion of vacancies, with 8%, followed by the South West (9%).

After accounting for all non-substantive posts, i.e. locums as well as vacant posts, the North West had the greatest proportion of vacant posts in 2025, with 33%; **a third of consultant psychiatrist posts across the North West of England are vacant or filled by non-substantive psychiatrists**. This is followed by the West Midlands (31%), South West (30%) and London (30%), all of which have higher 'true vacancy' rates than the England average of 27%. The East of England also had the lowest proportion of non-substantive consultant posts with 22%, closely followed by the East Midlands with 23%.

Please refer to [Appendix C](#) to view the consultant vacancy rates by English division.

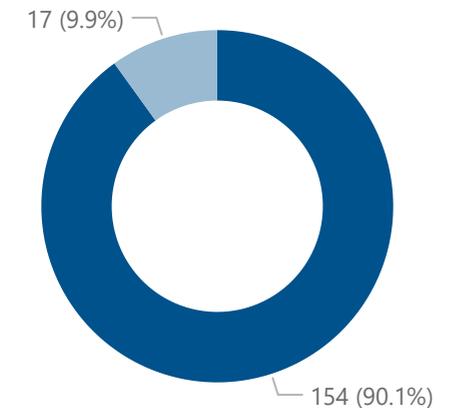
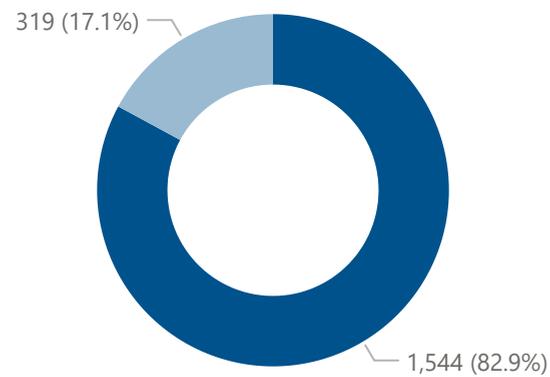
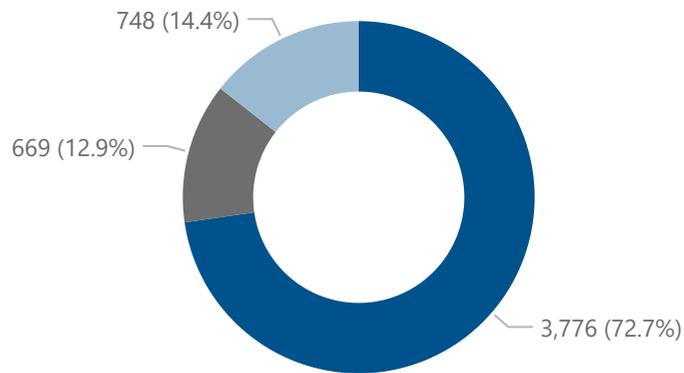
Total workforce



● Substantive consultants ● Locum consultants ● Vacant posts

● Substantive SAS doctor posts ● Non-substantive SAS doctor posts

● Substantive LED posts ● Non-substantive LED posts



Consultants

3,776

Total number of substantive consultant posts

669

Total number of locum consultant posts

748

Total number of vacant consultant posts

14.4%

% of vacant consultant posts

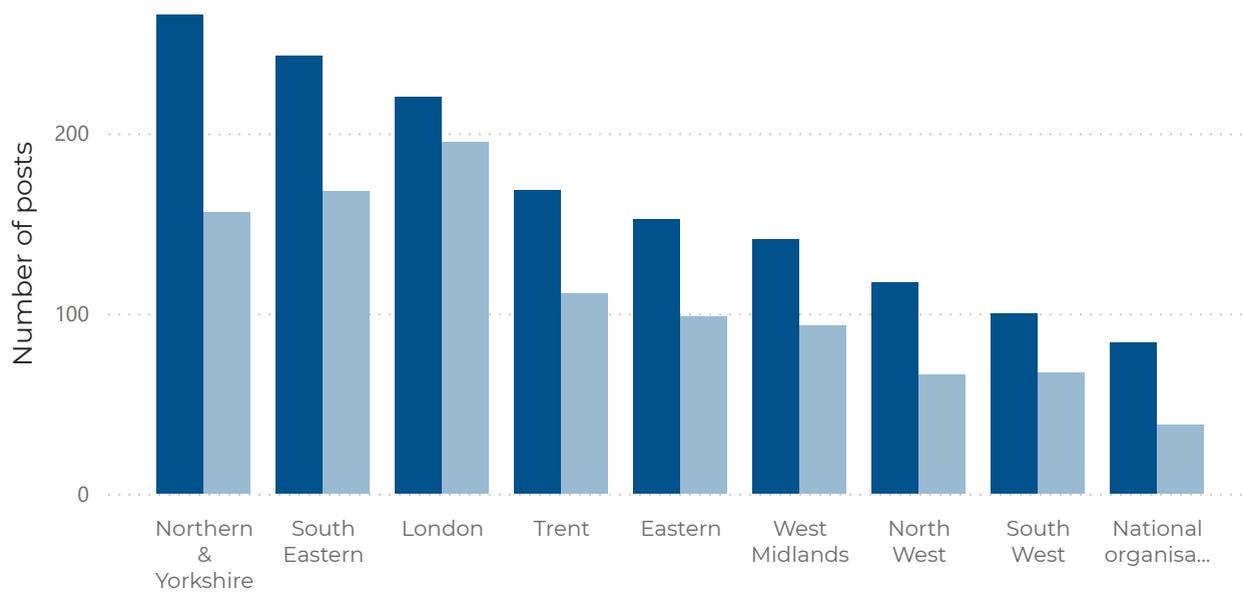
27.3%

% of non-substantive 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	% of vacant consultant posts
England	1,492	992	2,484	487	806	1,292	326	133	459	104	106	210	547	201	748	14.4%
Eastern	152	98	250	21	50	71	32	15	47	5	5	10	28	4	32	7.8%
London	220	195	415	97	146	243	42	24	66	29	41	70	61	78	139	14.9%
National organisation	84	38	122	33	12	45	4		4	3	2	5	31	6	37	17.4%
North West	117	66	183	31	59	90	48	11	59	10	5	15	47	12	59	14.5%
Northern & Yorkshire	266	156	422	76	150	226	35	8	43	13	4	17	134	42	176	19.9%
South Eastern	243	168	411	115	185	300	66	30	96	17	21	38	93	30	123	12.7%
South West	100	67	167	44	84	128	49	12	61	10	18	28	28	8	36	8.6%
Trent	169	111	280	38	58	95	20	9	29	8	3	11	59	10	69	14.3%
West Midlands	141	93	234	32	62	94	30	24	54	9	7	16	66	12	78	16.4%
Northern Ireland	57	50	107	9	52	61	18	3	21	5	9	14	27	8	35	14.7%
Scotland	153	94	247	66	150	216	47	9	56	15	26	41	65	17	82	12.8%
Total	1,702	1,136	2,838	562	1,008	1,570	391	145	536	124	141	265	639	226	865	14.2%

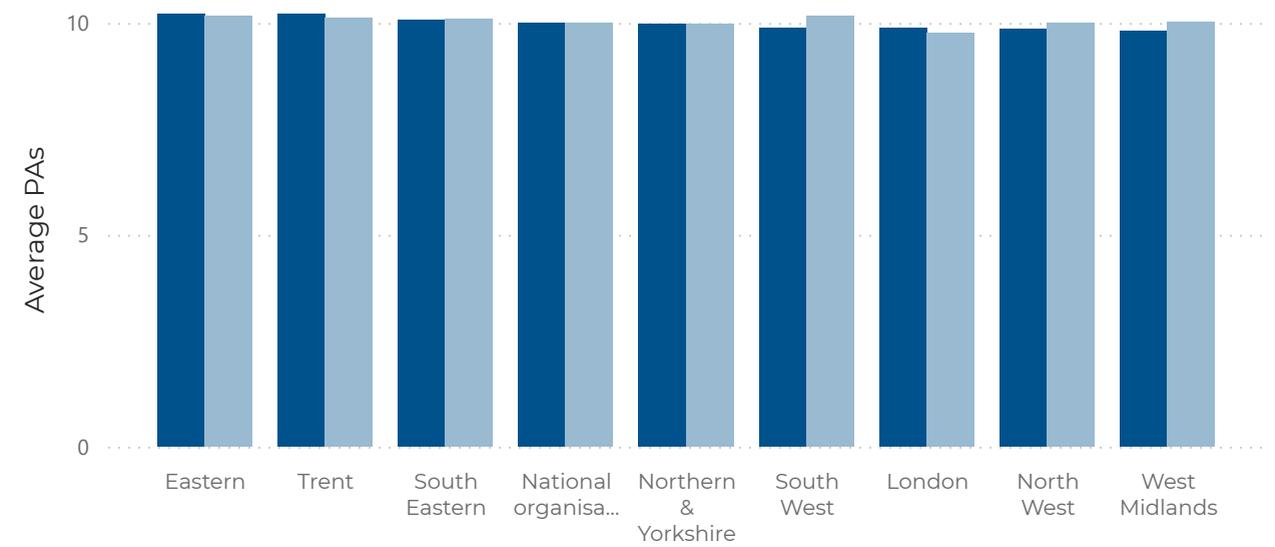
Full-time substantive consultant posts by gender and region

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



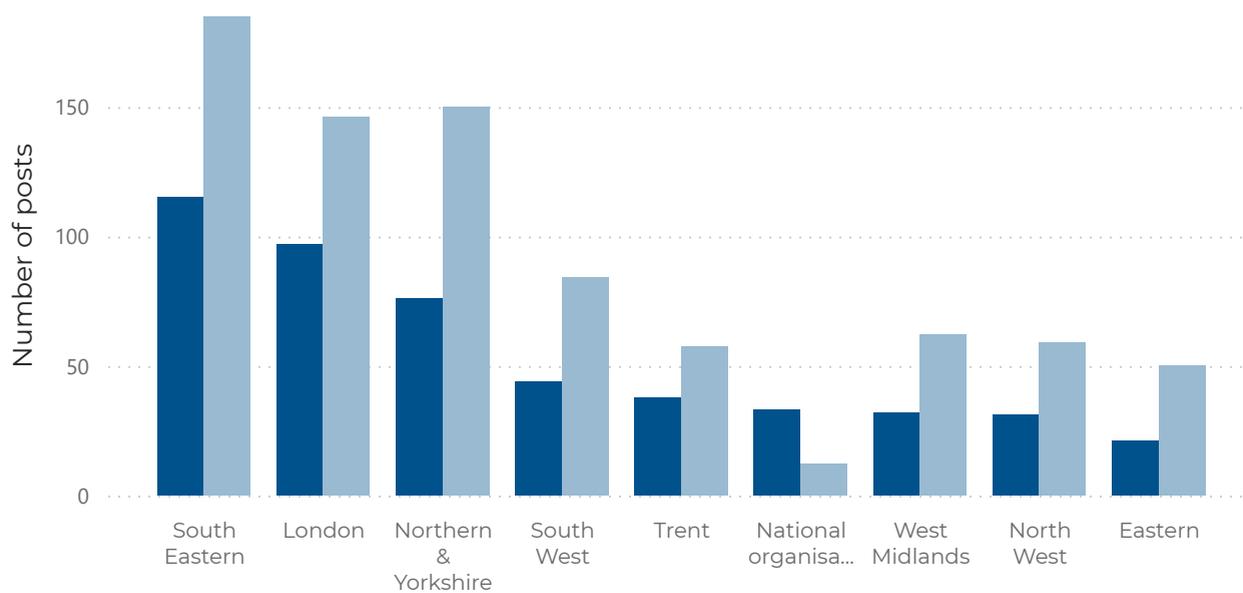
Average number of paid PAs, full-time substantive consultant posts, by gender and region

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



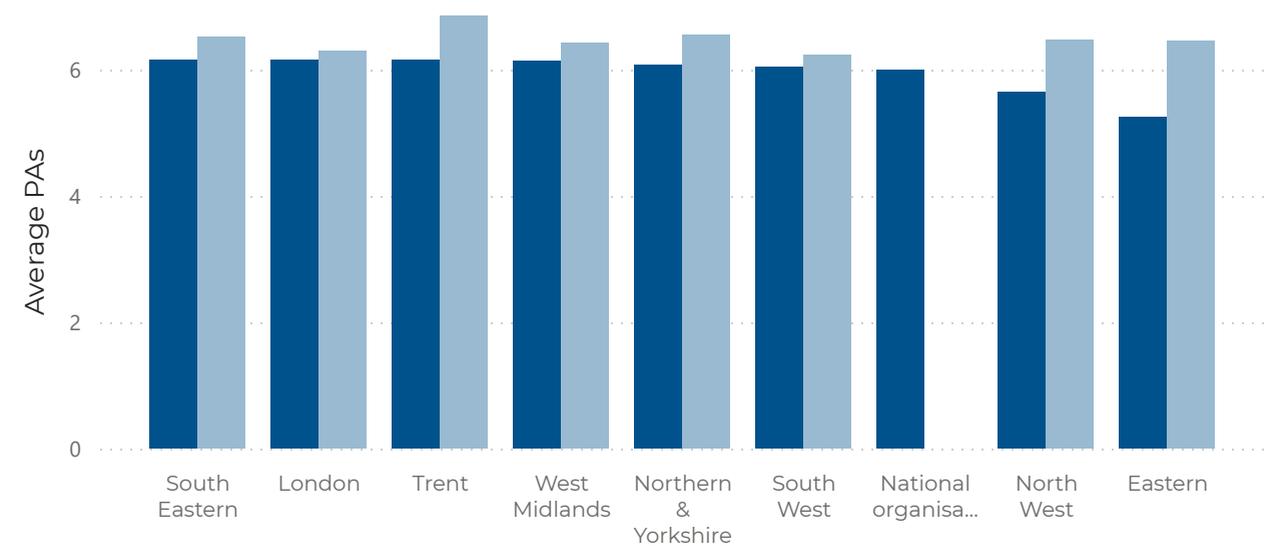
Part-time substantive consultant posts by gender and region

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



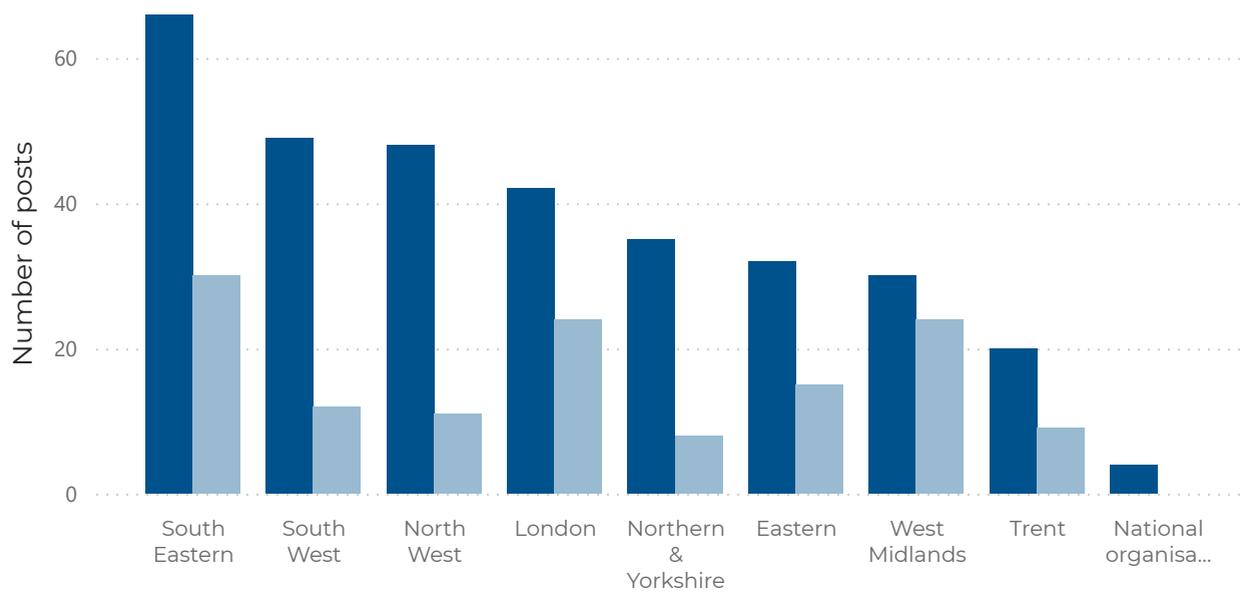
Average number of paid PAs, part-time substantive consultant posts, by gender and region

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



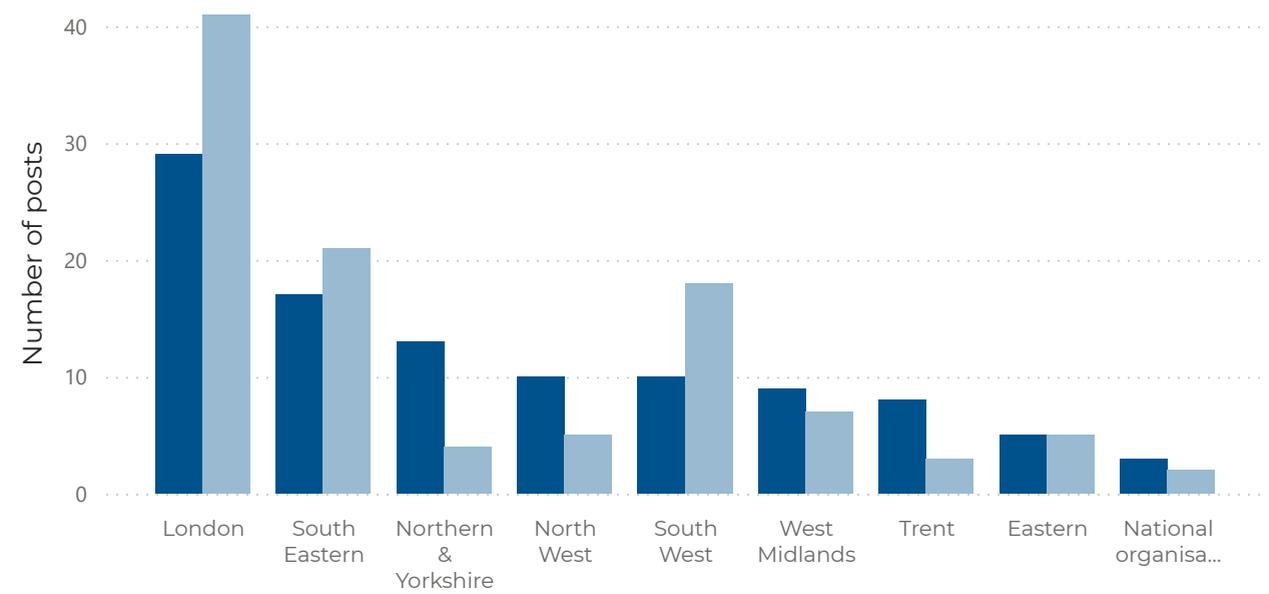
Full-time locum consultant posts by gender and region

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



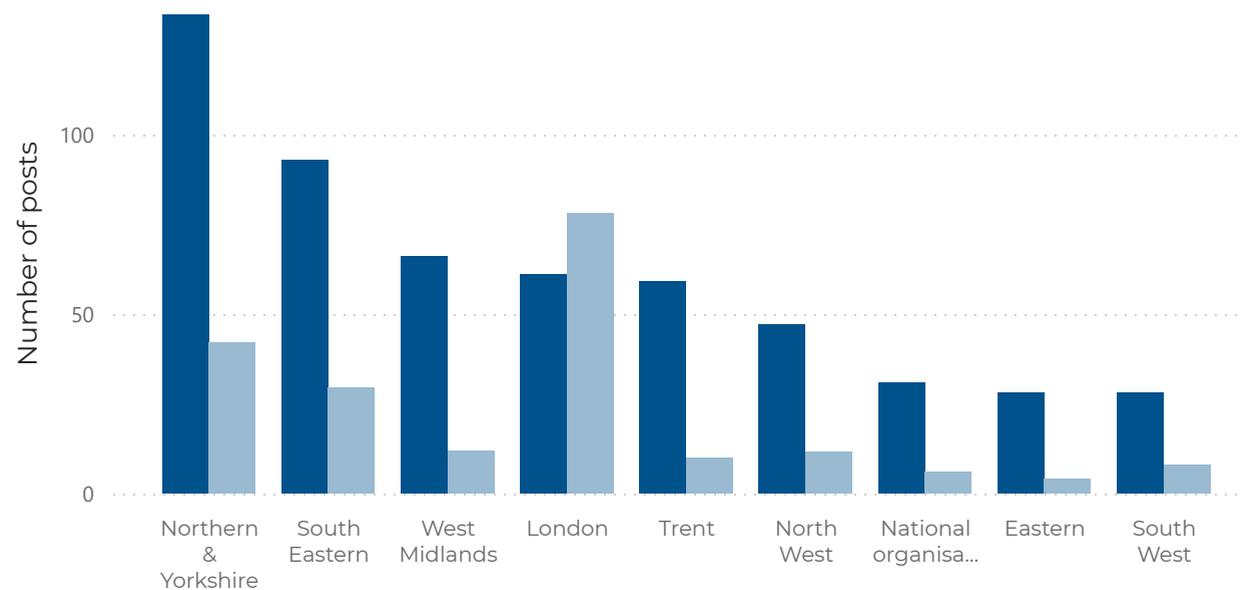
Part-time locum consultant posts by gender and region

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



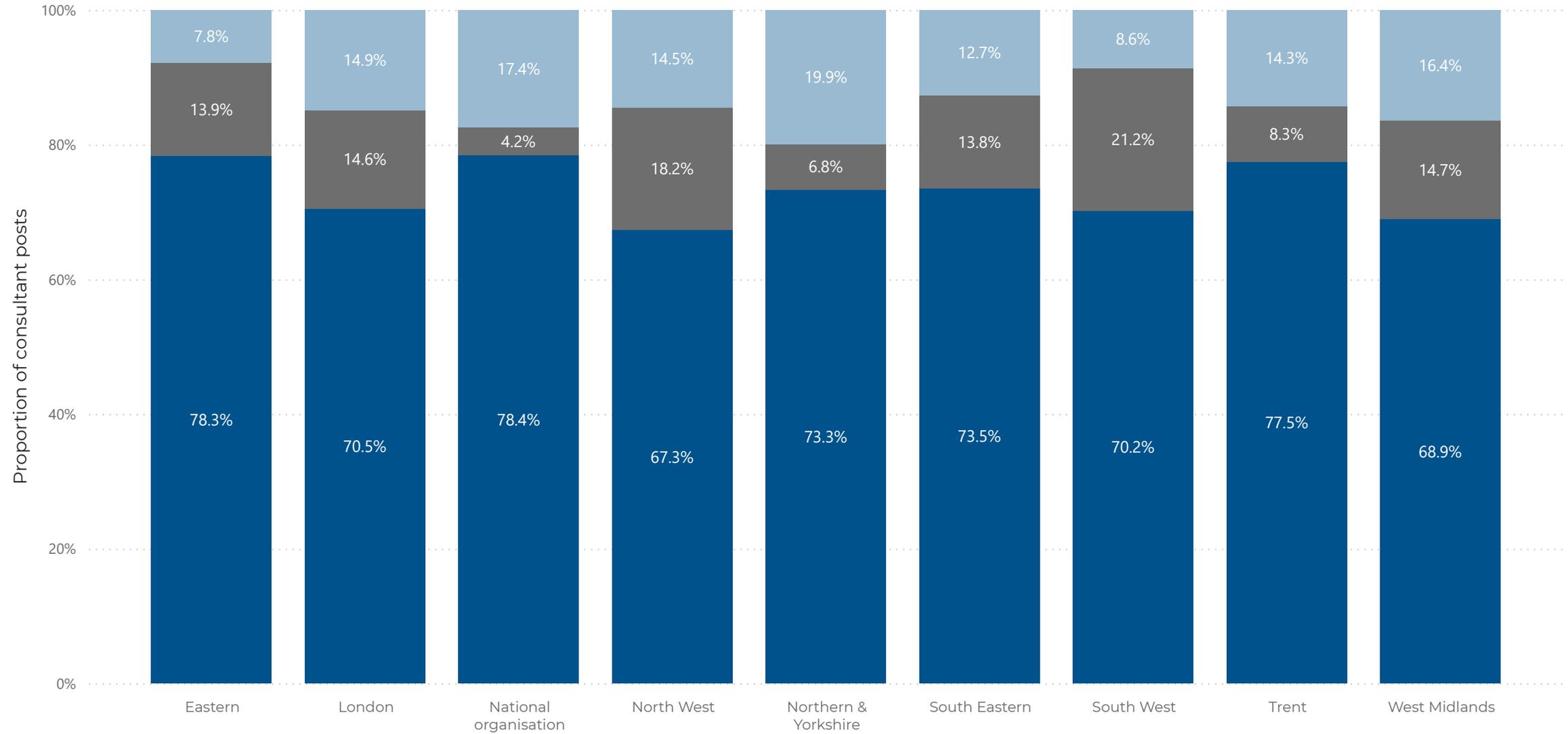
Full-time and part-time vacant consultant posts by region

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



Substantive, locum and vacant consultant posts by region

● Substantive consultant posts ● Locum consultant posts ● Vacant consultant posts



Academic psychiatry 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	Full-time vacant academic cons posts	Part-time vacant academic cons posts	Total vacant academic cons posts	% of vacant academic cons posts
England	17	9	26	14	9	23				0.0%
London	3	7	10	6	4	10				0.0%
North West	2		2	1		1				0.0%
Northern & Yorkshire				2	5	7				0.0%
South Eastern										0.0%
South West	1		1							0.0%
Trent	7	2	9	5		5				0.0%
West Midlands	4		4							0.0%
Northern Ireland				3		3				0.0%
Scotland	8	3	11	3		3				0.0%
Total	25	12	37	20	9	29				0.0%

49

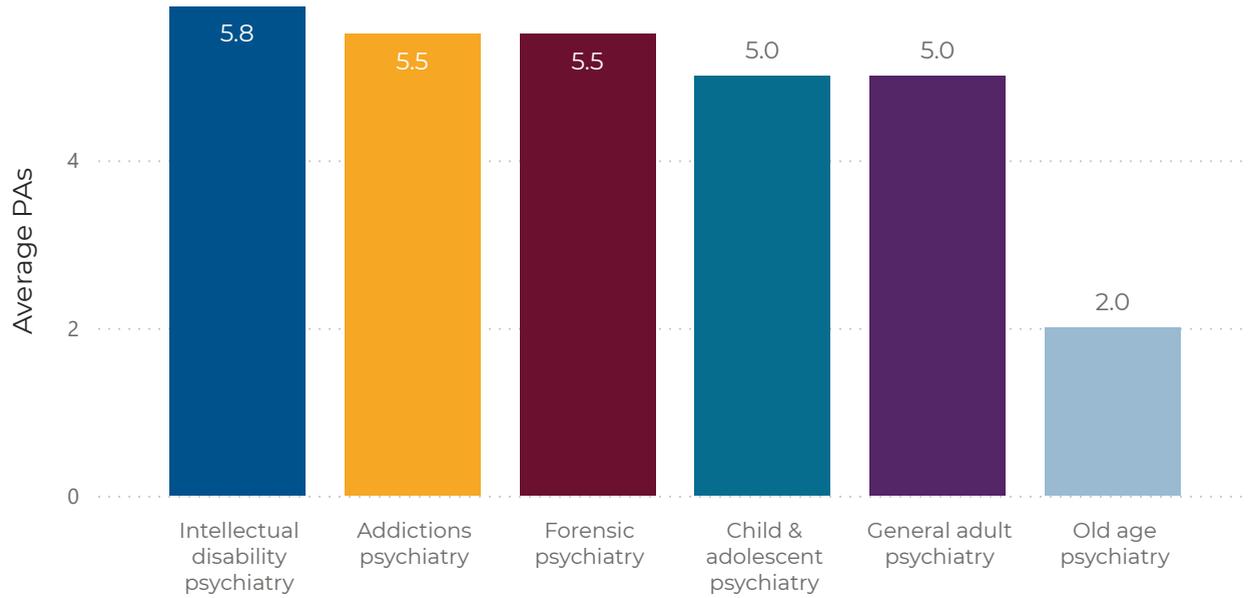
Total number of academic consultants in post

Country	Academic PAs male full-time sub cons	Academic PAs female full-time sub cons	Academic PAs male part-time sub cons	Academic PAs female part-time sub cons	Clinical PAs male full-time sub cons	Clinical PAs female full-time sub cons	Clinical PAs male part-time sub cons	Clinical PAs female part-time sub cons
England	5.7	6.0	5.0	4.3	5.0	4.0	3.3	3.0
London	8.0	7.0	7.0	7.0	2.0	3.0	2.0	2.0
North West	2.5		4.0		7.5		2.0	
Northern & Yorkshire			2.0	3.0			4.5	3.3
South West	5.0				5.0			
Trent	6.7	5.0	7.0		5.0	5.0		
West Midlands	5.0				5.3			
Northern Ireland							4.5	
Scotland	5.0	5.0	4.0		6.5	5.5	6.5	
Total	5.6	5.7	4.8	4.3	5.3	4.8	4.4	3.0

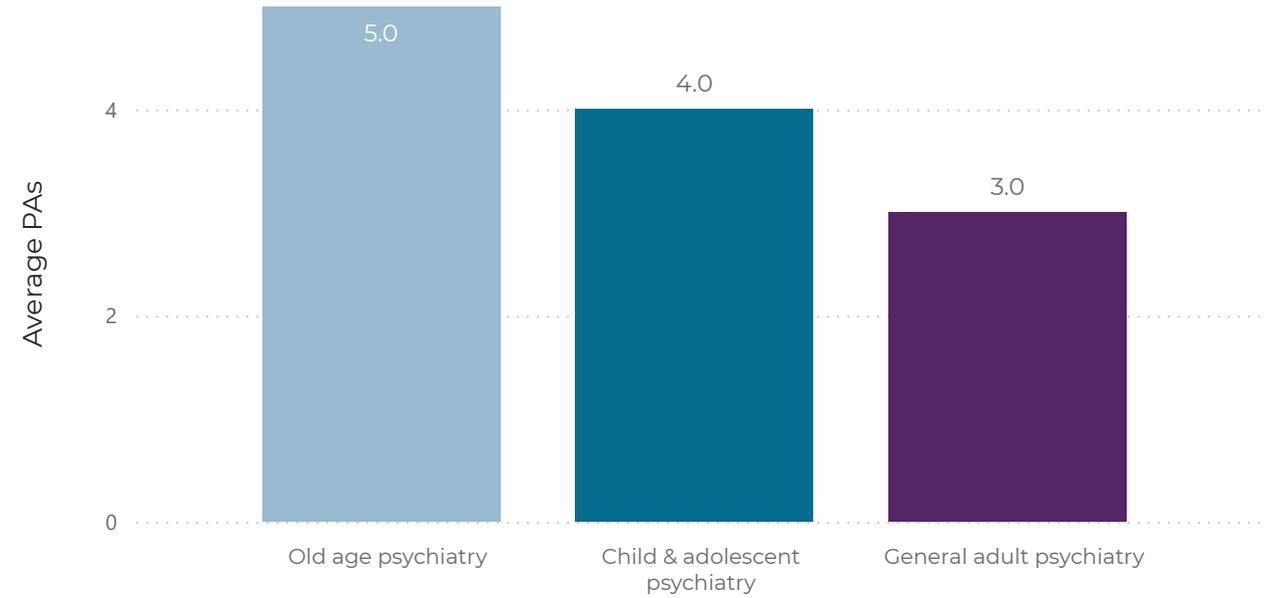
0.0%

% of vacant academic consultant posts

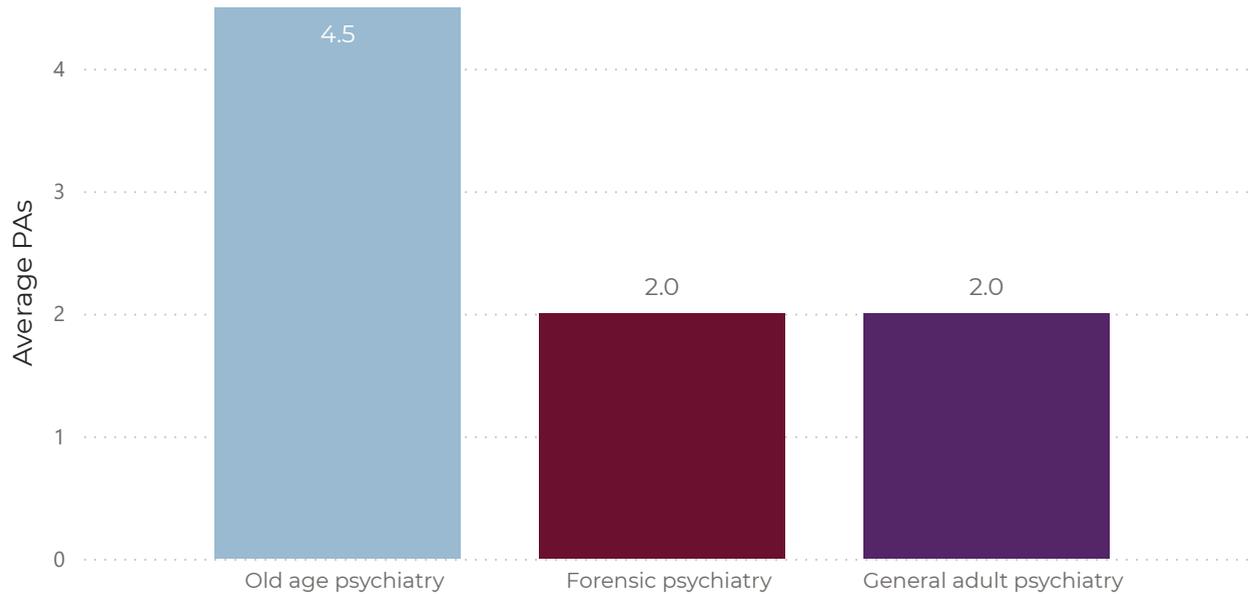
Average number of clinical PAs for male full-time substantive consultant posts, by specialty



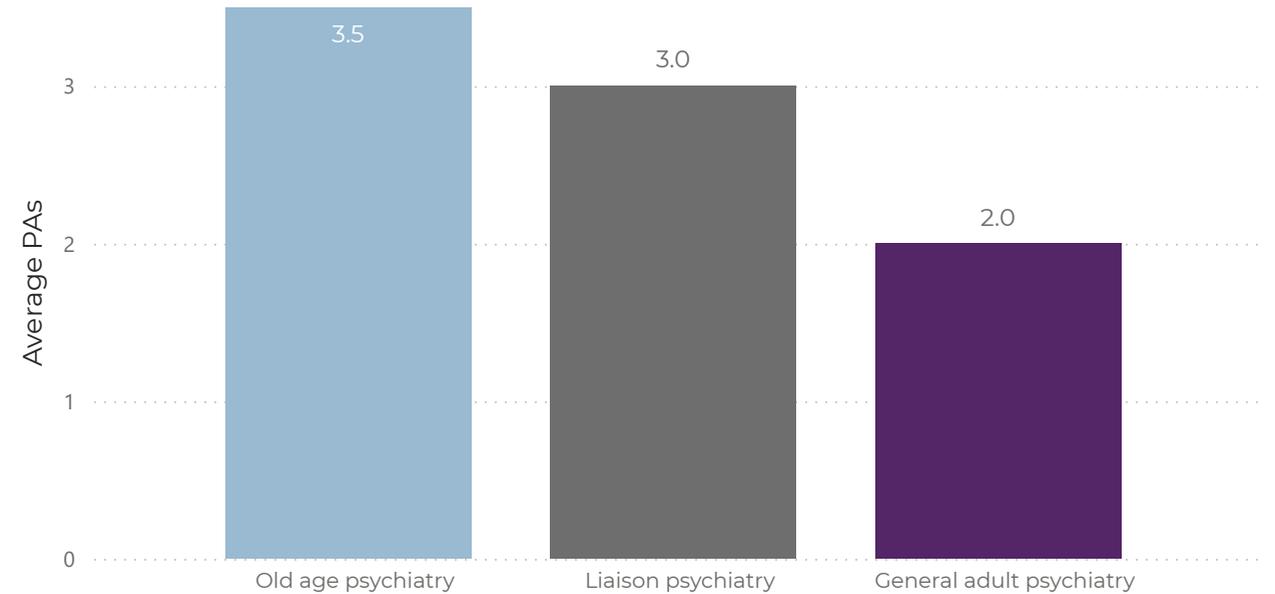
Average number of clinical PAs for female full-time substantive consultant posts, by specialty



Average number of clinical PAs for male part-time substantive consultant posts, by specialty



Average number of clinical PAs for female part-time substantive consultant posts, by specialty



Addictions psychiatry consultants

Country	Male full-time addictions sub cons	Female full-time addictions sub cons	Total full-time addictions sub cons	Male part-time addictions sub cons	Female part-time addictions sub cons	Total part-time addictions sub cons	Male full-time addictions locum cons	Female full-time addictions locum cons	Total full-time addictions locum cons	Male part-time addictions locum cons	Female part-time addictions locum cons	Total part-time addictions locum cons	Full-time vacant addictions cons posts	Part-time vacant addictions cons posts	Total vacant addictions cons posts	% of vacant addictions cons posts
England	15	2	17	15	20	35	1		1	2	2	4	1	1	2	3.4%
Eastern	2		2													
London	3		3	3	3	6										
Northern & Yorkshire	1	2	3	1	3	4										
South Eastern	3		3	8	12	20	1		1	1	2	3				
South West				2	1	3										
Trent	4		4	1	1	2								1	1	14.3%
West Midlands	2		2							1			1	1		25.0%
Northern Ireland	1	4	5				3	1	4				2	1	3	25.0%
Scotland	11	8	19	5	7	12	5	1	6	2		2	6	2	8	17.0%
Total	27	14	41	20	27	47	9	2	11	4	2	6	9	4	13	11.0%

Country	PAs male full-time addictions sub cons	PAs female full-time addictions sub cons	PAs male part-time addictions sub cons	PAs female part-time addictions sub cons
England	10.2	10.0	5.6	5.7
Eastern	10.0			
London	10.0		7.5	5.5
Northern & Yorkshire	9.0	10.0	4.5	6.5
South Eastern	10.0		5.2	6.0
South West			8.0	2.0
Trent	11.5		3.0	7.0
West Midlands	10.0			
Northern Ireland	10.0	10.2		
Scotland	10.7	10.0	6.0	6.7
Total	10.4	10.1	5.7	5.9

57
Total number of addictions consultants in post

3.4%
% of vacant addictions consultant posts

11.9%
% of non-substantive addictions consultant posts

Child & adolescent psychiatry (CAP) consultants

Country	Male full-time CAP sub cons	Female full-time CAP sub cons	Total full-time CAP sub cons	Male part-time CAP sub cons	Female part-time CAP sub cons	Total part-time CAP sub cons	Male full-time CAP locum cons	Female full-time CAP locum cons	Total full-time CAP locum cons	Male part-time CAP locum cons	Female part-time CAP locum cons	Total part-time CAP locum cons	Full-time vacant CAP cons posts	Part-time vacant CAP cons posts	Total vacant CAP cons posts	% of vacant CAP cons posts
England	139	150	289	69	166	235	35	19	54	26	17	43	75	44	119	16.1%
Eastern	13	16	29	3	14	17	2	1	3	1	1	2	8	2	10	16.4%
London	24	29	53	11	26	37	4	4	8	4	7	11	9	17	26	19.3%
National organisation	5	1	6		3	3										
North West	12	13	25	4	12	16	7	1	8	5		5	3	5	8	12.5%
Northern & Yorkshire	24	23	47	13	34	47	5		5	5	1	6	15	6	21	16.7%
South Eastern	23	26	49	24	44	68	9	6	15	7	5	12	17	7	24	14.5%
South West	7	8	15	7	16	23	7	2	9	2	3	5	4	5	9	14.8%
Trent	21	20	41	6	13	19		1	1	2		2	8	1	9	12.5%
West Midlands	10	14	24	1	4	5	1	4	5				11	1	12	26.1%
Northern Ireland	4	9	13		11	11	1		1		3	3	1	2	3	9.7%
Scotland	8	11	19	3	28	31	1		1	2	8	10	10	1	11	15.3%
Total	151	170	321	72	205	277	37	19	56	28	28	56	86	47	133	15.8%

Country	PAs male full-time CAP sub cons	PAs female full-time CAP sub cons	PAs male part-time CAP sub cons	PAs female part-time CAP sub cons
England	10.1	10.1	6.2	6.4
Eastern	10.3	10.0	3.5	5.5
London	9.9	10.0	6.8	6.2
North West	10.0	10.0	5.0	6.0
Northern & Yorkshire	10.0	10.0	6.6	6.4
South Eastern	10.0	10.8	6.4	6.9
South West	10.1	10.0	6.1	6.4
Trent	10.4	10.3	6.8	6.4
West Midlands	9.9	10.0	6.0	7.5
Northern Ireland	11.0	10.0		7.0
Scotland	10.3	10.6	8.0	5.5
Total	10.1	10.2	6.4	6.3

621

Total number of CAP consultants in post

16.1%

% of vacant CAP consultant posts

29.2%

% of non-substantive CAP consultant posts

Eating disorders (ED) psychiatry 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	% of vacant ED cons posts
England	18	25	43	7	24	31	3	1	4	3	13	16	17	7	24	20.4%
Eastern	1	1	2		1	1							2		2	40.0%
London	5	8	13	2	4	6					2	2	4	1	5	19.2%
National organisation	1		1										4		4	80.0%
North West		2	2	2	1	3					1	1	3		3	33.3%
Northern & Yorkshire	2	1	3	3	3	6	1		1				2	2	4	28.6%
South Eastern	2	7	9		4	4	1	1	2		1	1		2	2	11.1%
South West	1	1	2		6	6				2	8	10				
Trent	2	2	4		4	4	1		1		1	1	1	2	3	23.4%
West Midlands	4	3	7		1	1				1		1	1		1	10.0%
Northern	1	1	2											1	1	33.3%
Scotland	2		2	2	3	5				1			1	1	1	11.1%
Total	21	26	47	9	27	36	3	1	4	4	13	17	18	8	26	20.0%

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	10.0	9.9	5.7	6.7
Eastern	10.0	10.0	5.0	7.0
London	10.0	10.0	4.0	7.7
North West		10.0	6.0	4.0
Northern & Yorkshire	10.0	10.0	6.4	8.0
South Eastern	10.0	10.0		5.4
South West	10.0	10.0		6.1
Trent	10.0	9.5		7.8
West Midlands	10.0	9.7		6.0
Northern Ireland	10.0	10.0		
Scotland	10.0		4.0	4.8
Total	10.0	9.9	5.3	6.4

94

Total number of ED consultants in post

20.4%

% of vacant ED consultant posts

37.4%

% of non-substantive ED consultant posts

Forensic psychiatry 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	% of vacant forensic cons posts
England	156	83	239	42	53	95	8	3	11	4	4	8	31	14	45	11.2%
Eastern	13	4	17	2	1	3	2		2	1		1	3		3	11.5%
London	28	12	40	7	11	18	1	1	2	2	1	3	6	6	12	16.0%
National organisation	9	5	14	8	2	10							2	1	3	11.1%
North West	5	2	7	3	6	9								1	1	5.9%
Northern & Yorkshire	30	19	49	4	4	8	2	1	3	1	1	2	6	3	9	12.7%
South Eastern	21	13	34	10	6	16	2		2		1	1	5	2	7	11.7%
South West	4	5	9	1	8	9							2		2	10.0%
Trent	25	14	39	3	5	8					1	1	6	1	7	12.2%
West Midlands	21	9	30	4	10	14	1	1	2				1		1	2.1%
Northern Ireland	2	1	3	2	2	4				1		1	2		2	20.0%
Scotland	22	13	35	9	3	12	2		2	1		1	1	1	2	3.8%
Total	180	97	277	53	58	111	10	3	13	6	4	10	34	15	49	10.6%

Country	PAs male full-time forensic sub cons	PAs female full-time forensic sub cons	PAs male part-time forensic sub cons	PAs female part-time forensic sub cons
England	10.1	10.2	6.0	6.8
Eastern	10.3	10.0	8.0	6.0
London	10.0	10.0	7.0	6.3
North West	10.0	10.0	6.0	8.0
Northern & Yorkshire	10.0	10.0	8.0	7.0
South Eastern	10.4	9.9	5.8	7.3
South West	10.0	11.0	4.0	5.5
Trent	10.2	11.0	4.1	7.0
West Midlands	10.0	10.0	5.1	7.5
Northern Ireland	11.0	10.0	5.0	5.0
Scotland	10.2	10.5	6.8	8.0
Total	10.2	10.2	6.1	6.7

353

Total number of forensic consultants in post

11.2%

% of vacant forensic consultant ...

16.0%

% of non-substantive forensic co...

General adult (GA) psychiatry consultants

Country	Male full-time GA sub cons	Female full-time GA sub cons	Total full-time GA sub cons	Male part-time GA sub cons	Female part-time GA sub cons	Total part-time GA sub cons	Male full-time GA locum cons	Female full-time GA locum cons	Total full-time GA locum cons	Male part-time GA locum cons	Female part-time GA locum cons	Total part-time GA locum cons	Full-time vacant GA cons posts	Part-time vacant GA cons posts	Total vacant GA cons posts	% of vacant GA cons posts	
England	653	331	984	184	229	413	205	68	273	41	46	87	281	79	361	17.0%	
Eastern	65	37	102	13	20	33	24	9	33			1	1	9	1	10	5.6%
London	102	67	169	42	56	98	35	19	54	15	28	43	33	38	71	16.3%	
National	49	23	72	16	3	19	2		2	3	2	5	20	4	24	19.7%	
North West	60	27	87	9	19	28	30	4	34	3	2	5	20	2	22	12.5%	
Northern & Yorkshire	110	45	155	26	37	63	19	6	25	4		4	65	14	79	24.2%	
South Eastern	97	51	148	46	51	97	36	14	50	7	7	14	49	13	62	16.7%	
South West	53	25	78	10	18	28	29	9	38	4	5	9	14	1	15	8.9%	
Trent	65	29	94	12	10	22	12	5	17	3		3	29	2	31	18.7%	
West Midlands	52	27	79	10	15	25	18	2	20	2	1	3	42	4	46	26.6%	
Northern Ireland	26	19	45	1	16	17	7	1	8	3	3	6	9	2	11	12.6%	
Scotland	53	25	78	13	40	53	27	7	34	4	13	17	27	5	32	15.0%	
Total	732	375	1,107	198	285	483	239	76	315	48	62	110	317	86	404	16.7%	

Country	PAs male full-time GA sub cons	PAs female full-time GA sub cons	PAs male part-time GA sub cons	PAs female part-time GA sub cons
England	10.1	10.1	6.1	6.4
Eastern	10.3	10.3	5.5	6.9
London	10.2	9.8	6.3	6.4
National organisation	10.0	10.0	6.0	
North West	10.0	10.0	6.5	6.0
Northern & Yorkshire	10.0	10.0	4.7	6.7
South Eastern	10.0	10.2	6.5	6.0
South West	9.9	10.3	5.9	6.5
Trent	10.4	10.4	7.4	5.9
West Midlands	10.0	10.0	6.7	6.7
Northern Ireland	10.5	10.3		6.8
Scotland	10.3	10.0	5.8	6.0
Total	10.1	10.1	6.1	6.3

1,757

Total number of GA consultants in post

17.0%

% of vacant GA consultant posts

34.0%

% of non-substantive GA consultant posts

Intellectual disability (ID) psychiatry 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	% of vacant ID cons posts
England	76	72	148	30	43	73	12	14	26	2	2	4	19	6	25	9.2%
Eastern	12	8	20	2	4	6							3	1	4	13.3%
London	7	17	24	3	6	9				1		1		3	3	8.1%
National organisation	3	1	4	2	1	3							1		1	12.5%
North West	6	4	10	4	7	11	3	2	5				5		5	16.1%
Northern & Yorkshire	17	6	23	4	6	10							5	1	6	16.3%
South Eastern	7	11	18	4	7	11	4	1	5		1	1	1		1	2.8%
South West	8	6	14	4	5	9					1	1				
Trent	8	6	14	3	5	8	3		3				4		4	13.9%
West Midlands	8	13	21	4	2	6	2	11	13	1		1		1	1	2.4%
Northern Ireland	7	4	11		3	3	3		3	1	1	2	4		4	17.4%
Scotland	9	4	13	4	12	16	2		2		1	1	4	1	5	13.5%
Total	92	80	172	34	58	92	17	14	31	3	4	7	27	7	34	10.2%

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	10.1	6.2	6.6
Eastern	10.2	10.0	5.0	5.9
London	10.0	9.8	8.0	6.4
North West	10.0	10.0	5.0	6.0
Northern & Yorkshire	10.0	10.0	7.0	6.7
South Eastern	10.0	10.0	6.4	7.0
South West	10.0	10.3	5.5	7.0
Trent	10.5	10.5	6.3	8.0
West Midlands	10.3	10.0	5.0	6.0
Northern Ireland	10.3	9.8		6.3
Scotland	10.7	10.0	7.0	7.8
Total	10.2	10.0	6.2	6.7

251

Total number of ID consultants in post

9.2%

% of vacant ID consultant posts

20.1%

% of non-substantive ID consultant posts

Liaison psychiatry 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	% of vacant liaison cons posts
England	78	62	140	21	54	75	10	12	22	1	1	2	18	11	29	10.8%
Eastern	5	6	11		1	1	1	1	2							
London	15	16	31	6		6	1		1	1		1	2	2	4	9.3%
North West	7	1	8	2	6	8		2	2				1	1	2	10.0%
Northern & Yorkshire	18	9	27	2	16	18							2	1	3	6.3%
South Eastern	18	12	30	2	16	18	4	5	9				9	3	12	17.3%
South West	4	7	11	3	7	10	2	1	3				1	2	3	11.1%
Trent	8	5	13	2	2	4	2	1	3		1	1	1		1	4.5%
West Midlands	3	6	9	4	6	10		2	2				2	2	4	16.0%
Northern	2	3	5		4	4	1		1		1	1	2		2	15.4%
Scotland	4	5	9	8	11	19							2		2	6.6%
Total	84	70	154	29	69	98	11	12	23	1	2	3	22	11	33	10.6%

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	10.2	10.0	6.5	6.8
Eastern	10.3	10.0	5.0	7.0
London	10.1	9.8	7.0	
North West	10.0	10.0	6.0	6.3
Northern & Yorkshire	10.0	10.0	7.5	7.4
South Eastern	10.2	10.0	6.5	6.5
South West	10.0	9.8	7.0	7.3
Trent	10.8	10.3	6.5	8.0
West Midlands	10.0	10.0	5.7	5.6
Northern Ireland	10.5	11.0		6.7
Scotland	10.0	10.3	5.3	6.2
Total	10.2	10.1	6.3	6.7

239

Total number of liaison consultants in post

10.8%

% of vacant liaison consultant posts

19.7%

% of non-substantive 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	% of vacant med psych cons posts	
England	15	14	29	12	20	32				1	2	3	1	2	3	5.0%	
Eastern	2	1	3										1	1			
London		5	5	2	8	10							1	1			
North West	1	1	2														
Northern & Yorkshire	4	4	8	4	2	6								1		1	8.9%
South Eastern	4	3	7	3	2	5											
South West	1		1	1	3	4											
Trent				1	4	5				1				1		1	14.3%
West Midlands	3		3	1	1	2									1	1	16.7%
Northern Ireland	2		2		2	2								1	1	2	33.3%
Scotland	5	1	6	6	11	17	1		1	1			1				
Total	22	15	37	18	33	51	1		1	2		2	4	2	3	5	5.4%

Country	PAs male full-time med psych sub cons	PAs female full-time med psych sub cons	PAs male part-time med psych sub cons	PAs female part-time med psych sub cons
England	10.0	10.0	6.2	6.2
Eastern	10.0		10.5	
London			10.0	4.0
North West	10.0		10.0	
Northern & Yorkshire	10.0		9.5	6.3
South Eastern	10.0		10.0	6.1
South West	10.5			8.0
Trent				5.0
West Midlands	10.0			8.0
Northern Ireland	9.0			
Scotland	11.3	10.0	5.4	6.0
Total	10.1	10.0	6.0	6.0

64
Total number of med psych consultants in post

5.0%
% of vacant med psych consultant posts

9.4%
% of non-substantive med psych consultant posts

Neuropsychiatry consultants

Country	Male full-time neuro sub cons	Female full-time neuro sub cons	Total full-time neuro sub cons	Male part-time neuro sub cons	Female part-time neuro sub cons	Total part-time neuro sub cons	Male full-time neuro locum cons	Female full-time neuro locum cons	Total full-time neuro locum cons	Male part-time neuro locum cons	Female part-time neuro locum cons	Total part-time neuro locum cons	Full-time vacant neuro cons posts	Part-time vacant neuro cons posts	Total vacant neuro cons posts	% of vacant neuro cons posts
England	16	3	19	10	7	17	3		3	2		2	2	1	3	6.8%
London	1		1	3	1	4				1		1		1	1	14.3%
National organisation	6		6	1	1	2	2		2				2		2	16.7%
Northern & Yorkshire	5	2	7		4	4										
South Eastern	1		1	2		2										
Trent		1	1		1	1										
West Midlands	3		3	4		4	1		1	1		1				
Northern Ireland													1		1	100.0%
Scotland	2		2	2	1	3										
Total	18	3	21	12	8	20	3		3	2		2	3	1	4	8.0%

Country	PAs male full-time neuropsychiatry sub cons	PAs female full-time neuropsychiatry sub cons	PAs male part-time neuropsychiatry sub cons	PAs female part-time neuropsychiatry sub cons
England	10.1	10.0	5.5	5.8
London	11.0		5.0	7.0
Northern & Yorkshire	10.0	10.0		5.0
South Eastern	10.0		5.0	
Trent		10.0		7.0
West Midlands	10.0		7.0	
Scotland	10.0		4.0	5.0
Total	10.1	10.0	5.0	5.7

41

Total number of neuropsychiatry consultants in post

6.8%

% of vacant neuropsychiatry consultant posts

18.2%

% of non-substantive neuropsychiatry consultant posts

Old age psychiatry 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	% of vacant old age cons posts
England	240	162	402	61	108	169	43	12	55	12	10	22	77	27	104	13.8%
Eastern	30	16	46	1	7	8	3	4	7	2	2	4	3		3	4.4%
London	24	19	43	8	13	21	1		1				3	5	8	11.0%
North West	19	10	29	5	4	9	7	2	9	1	2	3	10	2	12	19.4%
Northern & Yorkshire	47	37	84	13	21	34	7	1	8	3	1	4	30	15	45	25.6%
South Eastern	62	32	94	13	31	44	9	3	12	2	2	4	11	2	13	7.9%
South West	17	11	28	14	14	28	9		9		1	1	4		4	5.7%
Trent	23	23	46	4	7	11	2	2	4	2		2	10	1	11	14.9%
West Midlands	18	14	32	3	11	14	5		5	2	2	4	6	2	8	12.7%
Northern Ireland	11	7	18	2	9	11	3	1	4		1	1	3	1	4	10.5%
Scotland	23	19	42	8	27	35	9	1	10	4	2	6	14	5	19	17.0%
Total	274	188	462	71	144	215	55	14	69	16	13	29	94	33	127	14.1%

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	10.1	10.1	6.2	6.6
Eastern	10.3	10.7	6.0	6.3
London	10.4	10.2	6.4	6.4
North West	10.0	10.0	5.5	7.5
Northern & Yorkshire	10.0	10.0	6.6	6.9
South Eastern	10.0	10.0	6.3	6.5
South West	10.1	9.8	5.3	6.0
Trent	10.6	10.3	6.0	6.3
West Midlands	9.9	10.0	6.7	6.9
Northern Ireland	10.5	10.0	5.5	8.0
Scotland	10.5	10.5	7.7	6.5
Total	10.2	10.1	6.3	6.7

648

Total number of old age consultants in post

13.8%

% of vacant old age consultant posts

24.1%

% of non-substantive old age consultant posts

Perinatal psychiatry 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	% of vacant perinatal cons posts	
England	23	52	75	5	46	51		1	1		3	6	9	9	4	13	8.7%
Eastern	4	8	12		2	2					1		1				
London	4	13	17	2	6	8				1	2	3	1	3	4	12.5%	
North West	1	4	5		4	4							2		2	18.2%	
Northern & Yorkshire	5	1	6		9	9					1	1	3		3	15.8%	
South Eastern	2	10	12	1	12	13					2	2	1		1	3.6%	
South West	2	3	5	1	2	3				1		1					
Trent	2	9	11	1	5	6								1	1	5.6%	
West Midlands	3	4	7		6	6		1	1		1	1	2		2	11.8%	
Northern Ireland	1	1	2		4	4								1	1	14.3%	
Scotland	2		2	1	4	5					2	2		2	2	18.2%	
Total	26	53	79	6	54	60		1	1		3	8	11	10	6	16	9.6%

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	10.1	5.7	7.2
Eastern	10.3	10.0	5.0	8.0
London	10.0	10.0	5.5	7.5
North West	10.0	10.0		8.0
Northern & Yorkshire	10.0	10.0		7.4
South Eastern	10.0	9.9	6.0	7.0
South West	10.0	10.5	7.0	6.5
Trent	10.0	10.0	5.0	7.1
West Midlands	10.0	10.5		6.3
Northern Ireland		10.0		6.0
Scotland	10.0		5.0	6.5
Total	10.0	10.1	5.6	7.0

136

Total number of perinatal consultants in post

8.7%

% of vacant perinatal consultant posts

15.4%

% of non-substantive perinatal consultant posts

Rehabilitation psychiatry 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	% of vacant rehab cons posts
England	46	27	73	17	26	43	6	3	9	7	3	10	15	5	20	12.9%
Eastern	5	1	6													
London	4	2	6	2	8	10				4		4	3	2	5	20.0%
National	11	8	19	6	2	8							2	1	3	10.0%
North West	4	2	6	1		1	1		1	1		1	3	1	4	30.8%
Northern & Yorkshire	3	7	10	4	6	10	1		1				4		4	16.0%
South Eastern	3	3	6	2		2										
South West	2	1	3	1	4	5	2		2	1		1	3		3	21.4%
Trent	4		4													
West Midlands	10	3	13	1	6	7	2	3	5	1	3	4		1	1	3.3%
Northern Ireland		1	1	1	1	2							1		1	25.0%
Scotland	4	5	9	2	3	5										
Total	50	33	83	20	30	50	6	3	9	7	3	10	16	5	21	12.1%

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	10.2	9.9	5.7	5.9
Eastern	10.0		5.0	5.0
London	10.0		3.5	5.8
North West	10.0		8.0	
Northern & Yorkshire	10.0		5.2	6.6
South Eastern	10.0		7.5	
South West	10.3		6.0	6.0
Trent	10.3			
West Midlands	11.0		6.0	5.5
Northern Ireland		10.0	6.0	8.0
Scotland	10.5	9.5	7.0	4.0
Total	10.3	9.9	5.9	5.8

135
Total number of rehab consultants in post

12.9%
% of vacant rehab consultant posts

25.2%
% of non-substantive rehab consultant posts

Specialty and specialist (SAS) doctors

Substantive posts

At the end of March 2025, there were 1,863 specialty and specialist (SAS) psychiatrist posts across the NHS trusts in England that responded to the RCPsych Workforce Census, 83% (1,544) of which were filled by substantive SAS psychiatrists.

Over half (54%) of substantive SAS doctors in England are female psychiatrists, while just under (46%) are male. The proportions of female and male psychiatrists in substantive SAS posts have been fluctuating over time, however, there has consistently been a greater percentage of women in post in each census, with a male/female gender split of 47% and 53% in 2019, 45% and 55% in 2021, and 45% and 55% in 2023.

Non-substantive posts

One in six (17%) SAS psychiatrist posts across the NHS trusts in England were vacant or filled by non-substantive psychiatrists in 2025, lower than the values from the 2023 census – 20% of SAS psychiatrist posts were vacant in 2023, which rose to 32% when all non-substantive posts were accounted for.

Psychiatric specialties

The specialty with the greatest proportion of non-substantive SAS doctor posts across England was liaison psychiatry with 30%, closely followed by rehabilitation psychiatry (29%) and eating disorders psychiatry (27%); **over a quarter of liaison psychiatry, rehabilitation psychiatry, and eating disorder psychiatry SAS doctor posts were vacant or filled by non-substantive psychiatrists.**

On the other hand, academic psychiatry had no non-substantive SAS doctor posts in 2025, while 10% of intellectual disability SAS psychiatrist posts were vacant or filled by non-substantive psychiatrists, followed by forensic psychiatry and perinatal psychiatry (both 12%).

The SAS doctor findings by specialty are documented in [Appendix F](#).

English divisions

Among the eight English divisions, the North West had the greatest proportion of non-substantive SAS doctor posts with 35%, more than double the England average of 17%; **more than a third of SAS doctor posts across the North West of England were vacant or filled by non-substantive psychiatrists.** London and the North East & Yorkshire also had proportions greater than the England average, with 27% and 18% respectively. In contrast, the East Midlands and South West had the lowest proportion of non-substantive SAS doctor posts, both with 9% (almost four times lower than the proportion for the North West of England).

Please refer to [Appendix G](#) to view the SAS doctor findings by English division.

Specialty and specialist (SAS) doctors

1,544

Total number of substantive SAS doctor posts

319

Total number of non-substantive SAS doctor posts

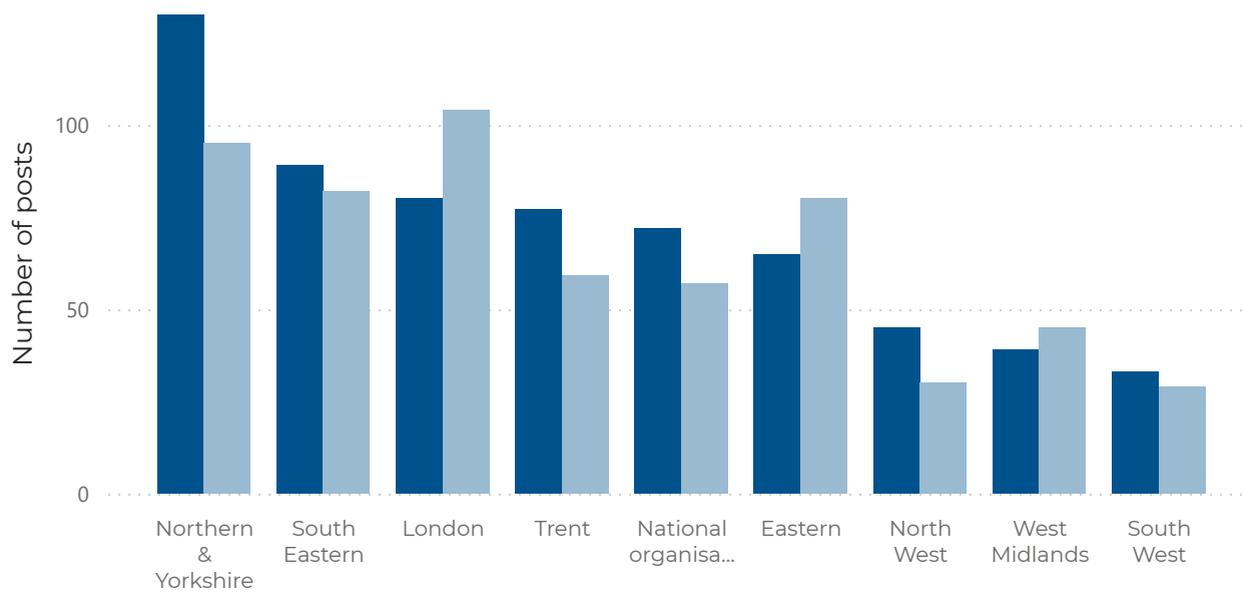
17.1%

% of non-substantive 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	Full-time non-substantive SAS doctor posts	Part-time non-substantive SAS doctor posts	Total non-substantive SAS doctor posts	% of non-substantive SAS doctor posts
England	630	581	1,211	84	249	333	237	82	319	17.1%
Eastern	65	80	145	9	23	32	13	6	19	9.7%
London	80	104	184	14	32	46	61	23	84	26.8%
National	72	57	129	5	7	12	15	1	16	10.2%
North West	45	30	75		9	9	36	9	45	34.9%
Northern & Yorkshire	130	95	225	18	36	54	45	14	59	17.5%
South Eastern	89	82	171	24	64	88	34	16	50	16.2%
South West	33	29	62	9	39	48	8	3	11	9.1%
Trent	77	59	136	1	15	16	9	6	15	9.0%
West Midlands	39	45	84	4	24	28	16	4	20	15.0%
Northern Ireland	18	14	32		20	20	10	17	27	34.2%
Scotland	37	32	69	12	66	78	10	8	18	10.9%
Total	685	627	1,312	96	335	431	257	107	364	17.3%

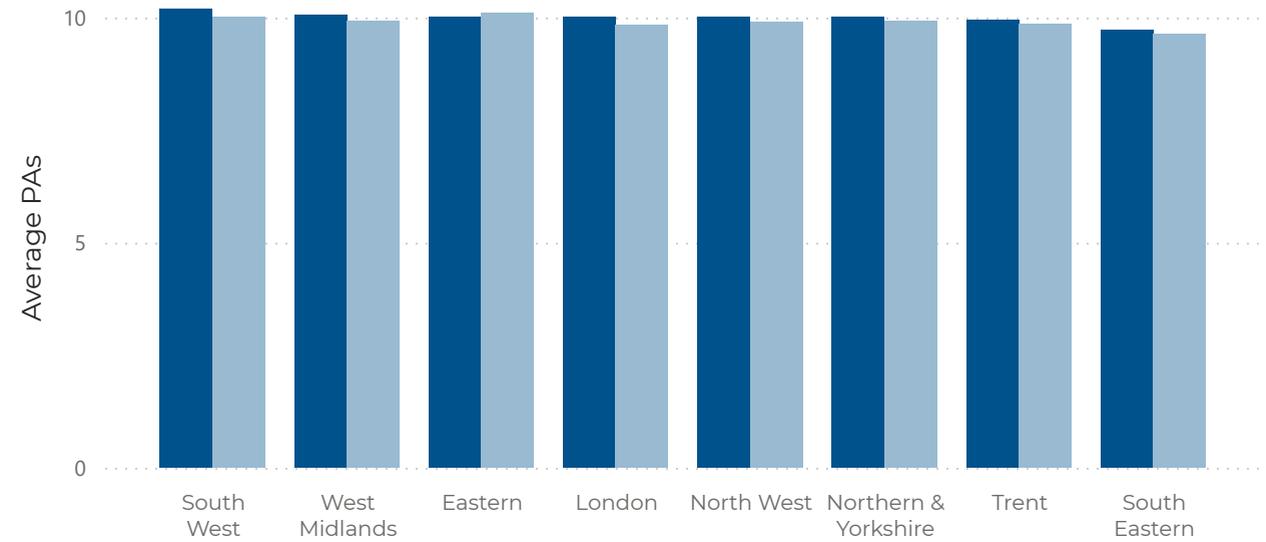
Full-time substantive SAS doctor posts by gender and region

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



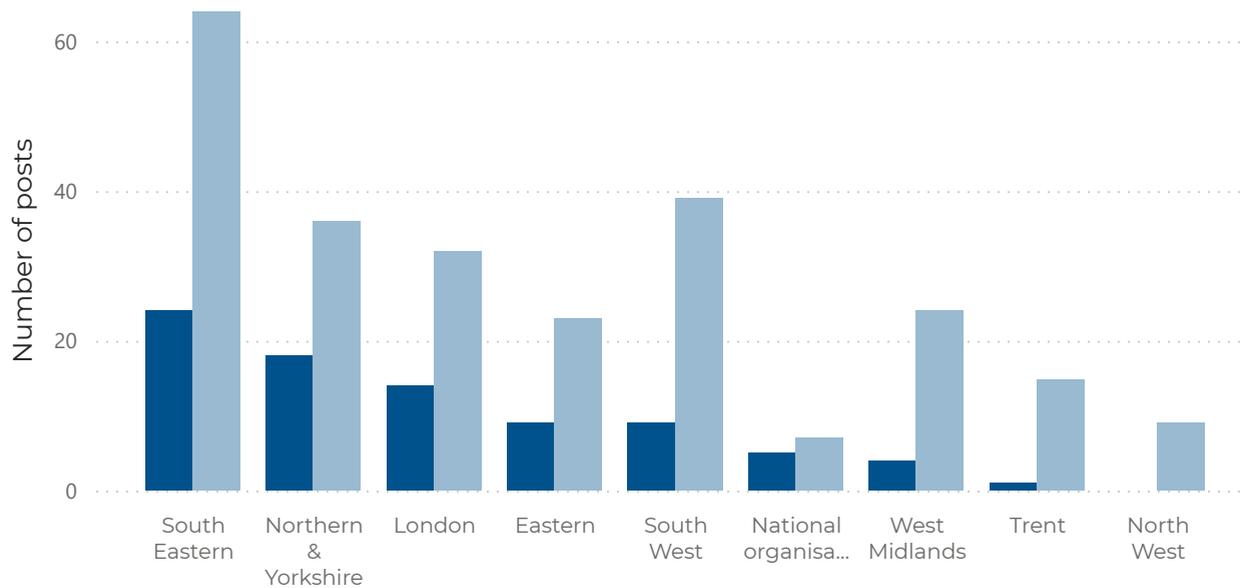
Average number of paid PAs, full-time substantive SAS doctor posts, by gender and region

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



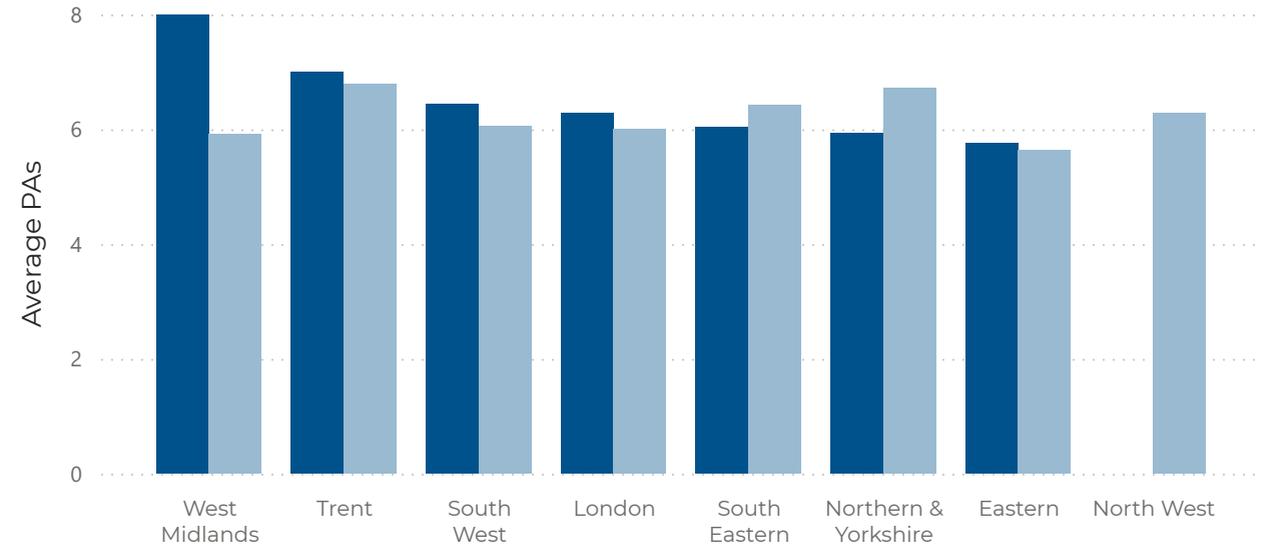
Part-time substantive SAS doctor posts by gender and region

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



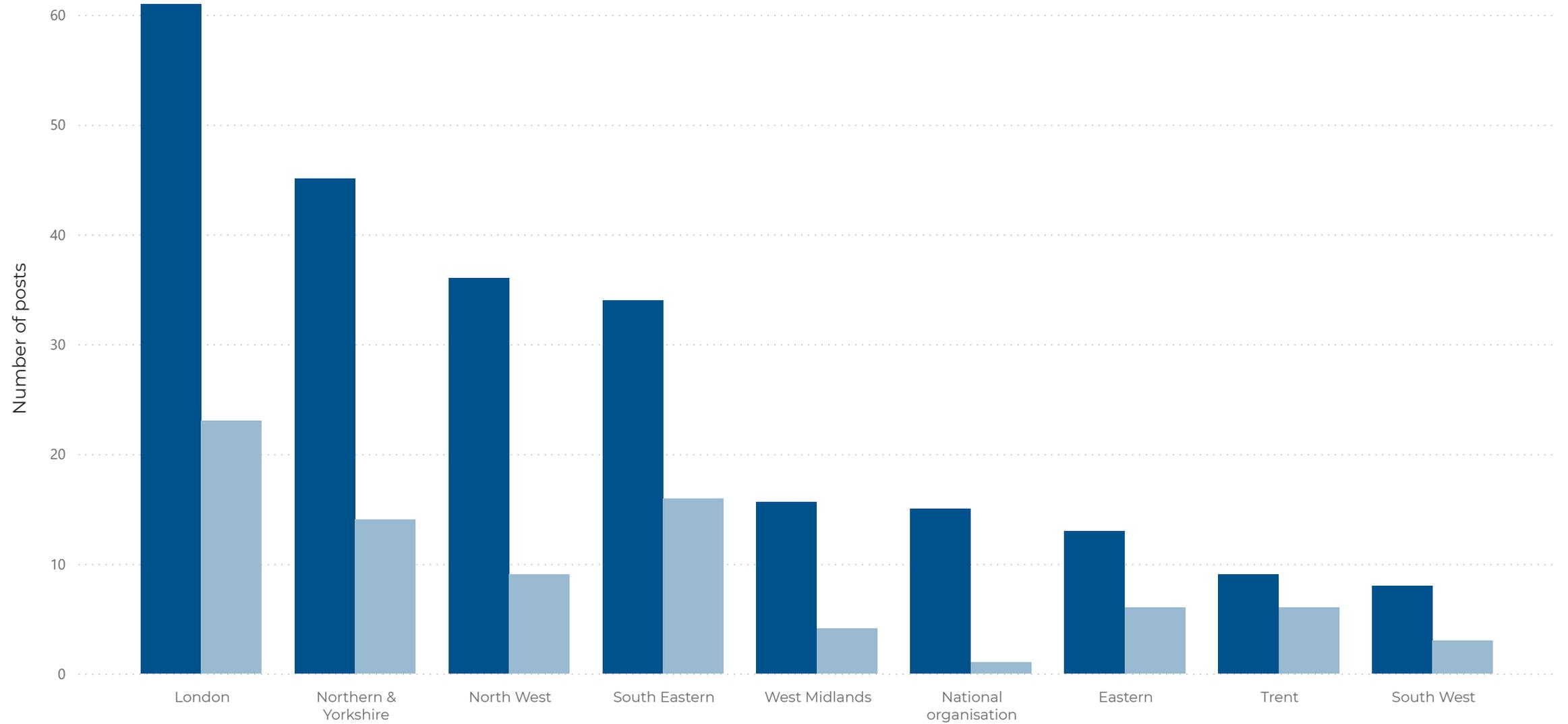
Average number of paid PAs, part-time substantive SAS doctor posts, by gender and region

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



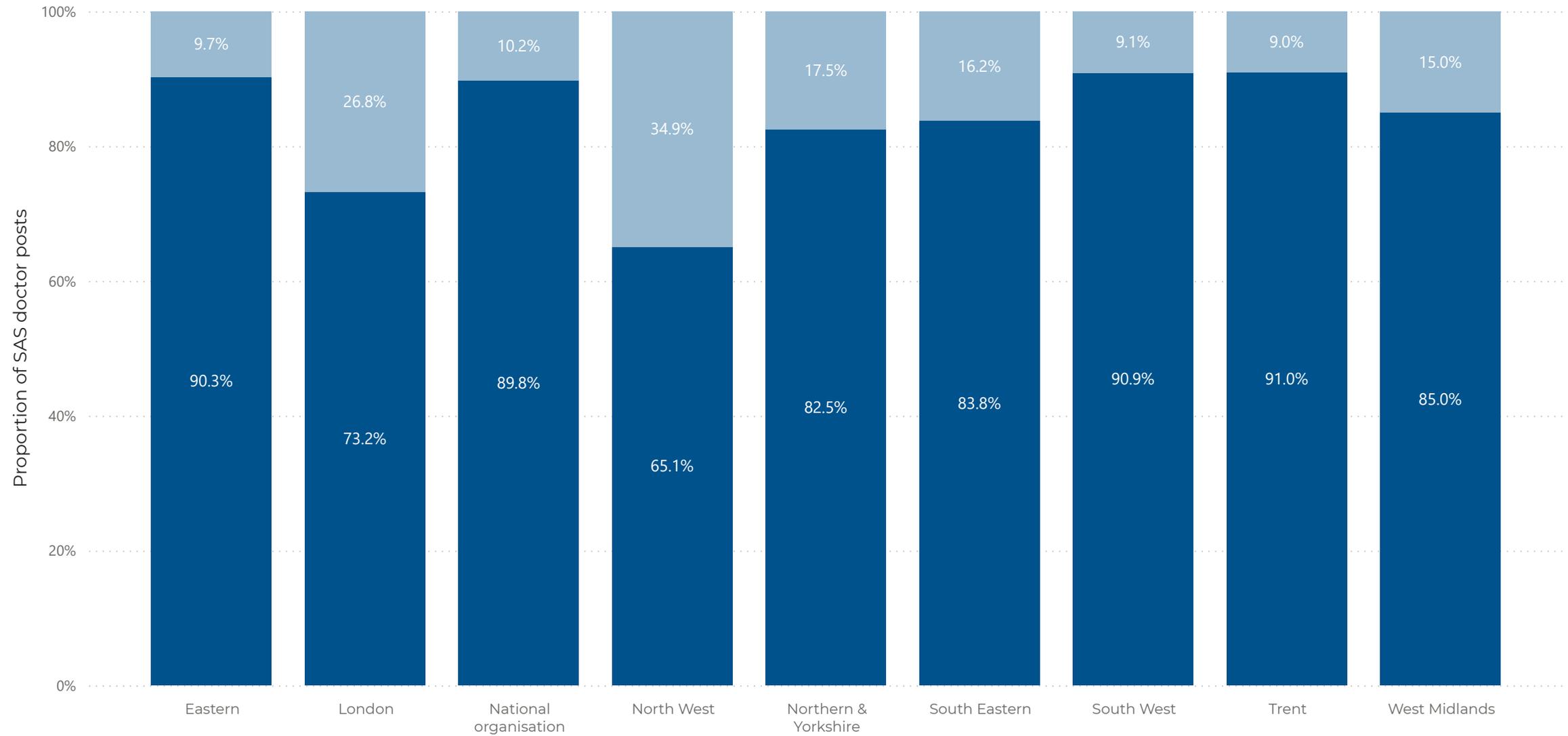
Full-time and part-time non-substantive SAS doctor posts by region

● Full-time non-substantive SAS doctor posts ● Part-time non-substantive SAS doctor posts



Substantive and non-substantive SAS doctor posts by region

● Substantive SAS doctor posts ● Non-substantive SAS doctor posts



Academic psychiatry specialty and specialist (SAS) doctors

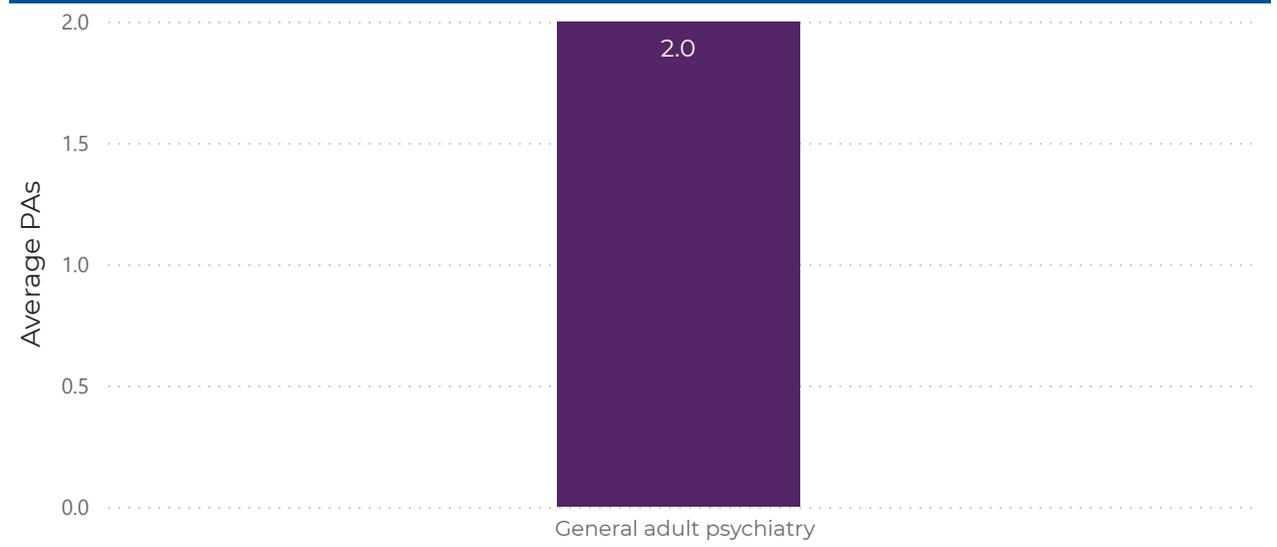
Country	Male full-time academic substantive SAS doctors	Female full-time academic substantive SAS doctors	Total full-time academic substantive SAS doctors	Male part-time academic substantive SAS doctors	Female part-time academic substantive SAS doctors	Total part-time academic substantive SAS doctors	Full-time academic non-substantive SAS doctor posts	Part-time academic non-substantive SAS doctor posts	Total academic non-substantive SAS doctor posts	% of academic non-substantive SAS doctor posts
England	3	1	4							
South Eastern	3	1	4							
Total	3	1	4							

Country	Academic PAs male full-time substantive SAS doctors	Academic PAs female full-time substantive SAS doctors	Academic PAs male part-time substantive SAS doctors	Academic PAs female part-time substantive SAS doctors	Clinical PAs male full-time substantive SAS doctors	Clinical PAs female full-time substantive SAS doctors	Clinical PAs male part-time substantive SAS doctors	Clinical PAs female part-time substantive SAS doctors
England	8.0	8.0			2.0	2.0		
South Eastern	8.0	8.0			2.0	2.0		
Total	8.0	8.0			2.0	2.0		

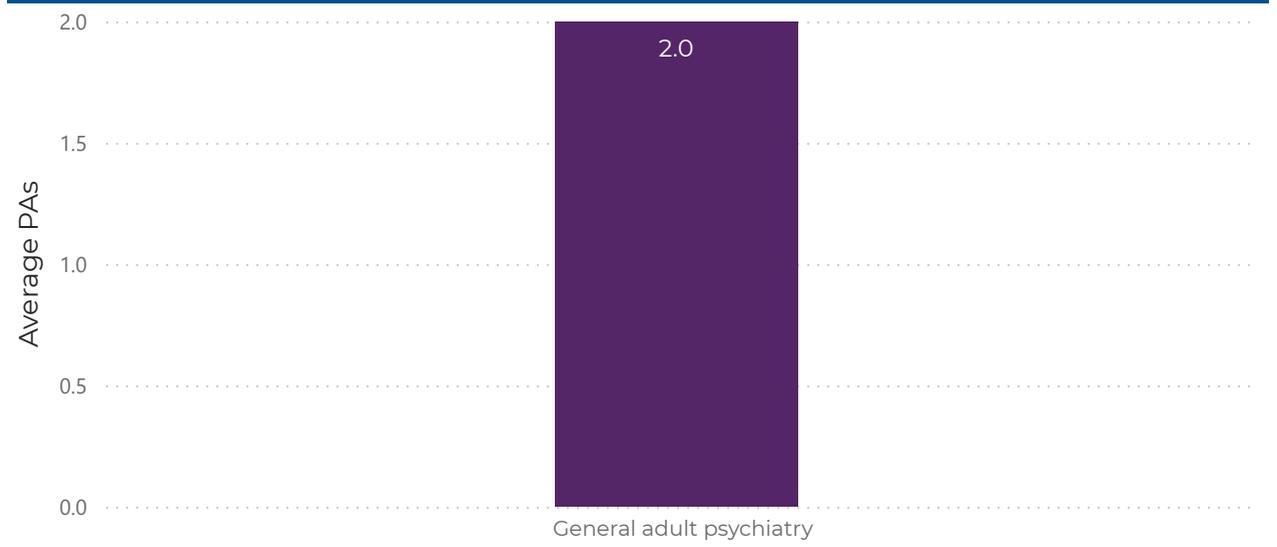
4
Total number of academic SAS doctors in post

0.0%
% of non-substantive academic SAS doctor posts

Average number of clinical PAs for male full-time substantive SAS doctor posts, by specialty



Average number of clinical PAs for female full-time substantive SAS doctor posts, by specialty



Addictions psychiatry specialty and specialist (SAS) doctors

Country	Male full-time additions substantive SAS doctors	Female full-time additions substantive SAS doctors	Total full-time additions substantive SAS doctors	Male part-time additions substantive SAS doctors	Female part-time additions substantive SAS doctors	Total part-time additions substantive SAS doctors	Full-time additions non-substantive SAS doctor posts	Part-time additions non- substantive SAS doctor posts	Total additions non-substantive SAS doctor posts	% of additions non-substantive SAS doctor posts
England	4	8	12	1	2	3	3	2	5	25.0%
Eastern							1		1	100.0%
London		3	3					1	1	25.0%
Northern & Yorkshire	3	3	6				1		1	14.3%
South Eastern		1	1	1	1	2	1	1	2	40.0%
South West	1		1		1	1				
West Midlands		1	1							
Northern Ireland	3		3							
Scotland	8		8	1	3	4	1	1	2	14.3%
Total	15	8	23	2	5	7	4	3	7	18.9%

Country	PAs male full-time additions substantive SAS doctors	PAs female full-time additions substantive SAS doctors	PAs male part-time additions substantive SAS doctors	PAs female part-time additions substantive SAS doctors
England	10.0	10.0	6.0	8.0
London		10.0		
Northern & Yorkshire	10.0	10.0		
South Eastern		10.0	6.0	8.0
South West	10.0			8.0
West Midlands		10.0		
Northern Ireland	10.7			
Scotland	10.8		7.0	6.3
Total	10.5	10.0	6.5	7.0

15

Total number of additions SAS doctors in post

25.0%

% of non-substantive additions SAS doctor posts

Child & adolescent (CAP) psychiatry specialty and specialist (SAS) doctors

Country	Male full-time CAP substantive SAS doctors	Female full-time CAP substantive SAS doctors	Total full-time CAP substantive SAS doctors	Male part-time CAP substantive SAS doctors	Female part-time CAP substantive SAS doctors	Total part-time CAP substantive SAS doctors	Full-time CAP non-substantive SAS doctor posts	Part-time CAP non-substantive SAS doctor posts	Total CAP non-substantive SAS doctor posts	% of CAP non-substantive SAS doctor posts
England	54	70	124	7	46	53	28	14	42	19.2%
Eastern	5	15	20	1	4	5		1	1	3.8%
London	10	12	22	2	3	5	5	2	7	20.6%
National organisation	2	5	7							
North West	4	1	5		1	1	4	4	8	57.1%
Northern & Yorkshire	13	10	23	2	9	11	8		8	19.0%
South Eastern	6	9	15	1	17	18	4	5	9	21.4%
South West	2	5	7	1	5	6	3	1	4	23.5%
Trent	10	9	19		4	4	4	1	5	17.9%
West Midlands	2	4	6		3	3				
Northern Ireland	4	4	8		1	1	1	1	2	18.2%
Scotland	4	6	10	2	14	16		3	3	10.3%
Total	62	80	142	9	61	70	29	18	47	18.1%

Country	PAs male full-time CAP substantive SAS doctors	PAs female full-time CAP substantive SAS doctors	PAs male part-time CAP substantive SAS doctors	PAs female part-time CAP substantive SAS doctors
England	10.1	9.8	7.8	6.6
Eastern	10.0	10.0	6.5	5.8
London	10.0	9.8	8.0	8.0
North West	10.0	9.0		8.0
Northern & Yorkshire	10.0	10.0	8.0	6.5
South Eastern	10.0	10.0	8.0	6.9
South West	11.0	10.0	8.0	6.8
Trent	10.0	9.7		7.5
West Midlands	10.0	9.7		5.3
Northern Ireland	10.0	10.0		4.0
Scotland	10.7	10.3	6.5	6.0
Total	10.1	9.9	7.4	6.4

177
Total number of CAP SAS doctors in post

19.2%
% of non-substantive CAP SAS doctor posts

Eating disorders (ED) psychiatry specialty and specialist (SAS) doctors

Country	Male full-time ED substantive SAS doctors	Female full-time ED substantive SAS doctors	Total full-time ED substantive SAS doctors	Male part-time ED substantive SAS doctors	Female part-time ED substantive SAS doctors	Total part-time ED substantive SAS doctors	Full-time ED non-substantive SAS doctor posts	Part-time ED non-substantive SAS doctor posts	Total ED non-substantive SAS doctor posts	% of ED non-substantive SAS doctor posts
England	6	16	22	1	13	14	9	4	13	26.5%
Eastern		2	2	1	2	3		1	1	16.7%
London	2	7	9		4	4	3	2	5	27.8%
National organisation	1		1				2		2	66.7%
North West	1		1							
Northern & Yorkshire	1	2	3							
South Eastern							1		1	100.0%
South West		1	1		1	1	1		1	33.3%
Trent		3	3		2	2		1	1	16.7%
West Midlands	1	1	2		4	4	2		2	25.0%
Northern Ireland					1	1				
Scotland		1	1		5	5				
Total	6	17	23	1	19	20	9	4	13	23.2%

Country	PAs male full-time ED substantive SAS doctors	PAs female full-time ED substantive SAS doctors	PAs male part-time ED substantive SAS doctors	PAs female part-time ED substantive SAS doctors
England	10.0	9.6	6.5	4.9
Eastern	10.0	10.0	6.5	5.5
London	10.0	9.5		6.0
North West	10.0			
Northern & Yorkshire	10.0	9.0		
South West		10.0		2.5
Trent		9.7		6.0
West Midlands	10.0	10.0		4.8
Northern Ireland				6.0
Scotland		10.0		5.8
Total	10.0	9.7	6.5	5.3

36

Total number of ED SAS doctors in post

26.5%

% of non-substantive ED SAS doctor posts

Forensic psychiatry specialty and specialist (SAS) doctors

Country	Male full-time forensic substantive SAS doctors	Female full-time forensic substantive SAS doctors	Total full-time forensic substantive SAS doctors	Male part-time forensic substantive SAS doctors	Female part-time forensic substantive SAS doctors	Total part-time forensic substantive SAS doctors	Full-time forensic non-substantive SAS doctor posts	Part-time forensic non-substantive SAS doctor posts	Total forensic non-substantive SAS doctor posts	% of forensic non-substantive SAS doctor posts
England	57	38	95	6	12	18	13	2	15	11.7%
Eastern	6	1	7	1	2	3	1	1	2	16.7%
London	4	9	13		3	3	7		7	30.4%
National organisation	6	7	13				1		1	7.1%
North West		1	1							
Northern & Yorkshire	11	4	15				3		3	16.7%
South Eastern	9	7	16	4	6	10	1		1	3.7%
South West	1	2	3	1		1				
Trent	16	7	23		1	1				
West Midlands	4		4					1	1	20.0%
Northern Ireland					1	1				
Scotland	2	1	3	1		1				
Total	59	39	98	7	13	20	13	2	15	11.3%

Country	PAs male full-time forensic substantive SAS doctors	PAs female full-time forensic substantive SAS doctors	PAs male part-time forensic substantive SAS doctors	PAs female part-time forensic substantive SAS doctors
England	10.0	10.0	5.5	7.1
Eastern	10.0	10.0	5.0	5.0
London	10.0	10.0		7.0
North West		10.0		
Northern & Yorkshire	10.0	10.0		
South Eastern	10.0	10.0	6.0	7.5
South West	10.0	10.0	6.0	
Trent	10.0	10.0		8.0
West Midlands	10.0			
Northern Ireland				5.0
Scotland	10.0	10.0	5.0	
Total	10.0	10.0	5.4	6.8

113

Total number of forensic SAS doctors in post

11.7%

% of non-substantive forensic SAS doctor posts

General adult (GA) psychiatry specialty and specialist (SAS) doctors

Country	Male full-time GA substantive SAS doctors	Female full-time GA substantive SAS doctors	Total full-time GA substantive SAS doctors	Male part-time GA substantive SAS doctors	Female part-time GA substantive SAS doctors	Total part-time GA substantive SAS doctors	Full-time GA non-substantive SAS doctor posts	Part-time GA non-substantive SAS doctor posts	Total GA non-substantive SAS doctor posts	% of GA non-substantive SAS doctor posts
England	312	262	574	31	73	104	111	25	136	16.7%
Eastern	35	34	69	2	5	7	6	1	7	8.4%
London	43	46	89	7	11	18	35	14	49	31.4%
National organisation	44	34	78	2	3	5	7	1	8	8.8%
North West	22	15	37		5	5	13	1	14	25.0%
Northern & Yorkshire	58	43	101	8	11	19	21	1	22	15.7%
South Eastern	43	33	76	8	13	21	15	4	19	16.3%
South West	19	13	32	3	12	15	1		1	2.1%
Trent	31	28	59		4	4	3	1	4	6.0%
West Midlands	17	16	33	1	9	10	10	2	12	21.4%
Northern Ireland	3	7	10		8	8	3	15	18	50.0%
Scotland	15	12	27	4	21	25	6	4	10	16.1%
Total	330	281	611	35	102	137	120	44	164	18.0%

Country	PAs male full-time GA substantive SAS doctors	PAs female full-time GA substantive SAS doctors	PAs male part-time GA substantive SAS doctors	PAs female part-time GA substantive SAS doctors
England	10.0	9.9	6.2	6.2
Eastern	10.0	10.0	7.3	6.7
London	10.0	9.9	5.7	5.7
North West	10.0	10.0		6.7
Northern & Yorkshire	10.0	10.0	6.0	6.7
South Eastern	10.0	10.0	5.8	5.6
South West	10.3	10.0	6.5	5.5
Trent	10.0	9.8		6.5
West Midlands	10.0	9.9	8.0	6.5
Northern Ireland	10.0	10.0		6.5
Scotland	10.1	10.0	6.5	7.3
Total	10.0	10.0	6.3	6.4

678

Total number of GA SAS doctors in post

16.7%

% of non-substantive GA SAS doctor posts

Intellectual disability (ID) psychiatry specialty and specialist (SAS) doctors

Country	Male full-time ID substantive SAS doctors	Female full-time ID substantive SAS doctors	Total full-time ID substantive SAS doctors	Male part-time ID substantive SAS doctors	Female part-time ID substantive SAS doctors	Total part-time ID substantive SAS doctors	Full-time ID non-substantive SAS doctor posts	Part-time ID non-substantive SAS doctor posts	Total ID non-substantive SAS doctor posts	% of ID non-substantive SAS doctor posts
England	28	37	65	7	16	23	7	3	10	10.2%
Eastern	6	9	15	1		1	3		3	15.8%
London	3	5	8		1	1	1		1	10.0%
National organisation	3	3	6							
North West	1	1	2		1	1	1		1	25.0%
Northern & Yorkshire	3	6	9	4	3	7	2		2	11.1%
South Eastern	7	4	11	1	8	9		1	1	4.8%
South West	2		2	1	2	3		1	1	16.7%
Trent	1	1	2							
West Midlands	2	8	10		1	1		1	1	8.3%
Northern Ireland	1		1		1	1		1	1	33.3%
Scotland	1	2	3		5	5	1		1	11.1%
Total	30	39	69	7	22	29	8	4	12	10.9%

Country	PAs male full-time ID substantive SAS doctors	PAs female full-time ID substantive SAS doctors	PAs male part-time ID substantive SAS doctors	PAs female part-time ID substantive SAS doctors
England	10.1	10.1	5.4	6.2
Eastern	10.0	10.7	5.5	5.0
London	10.0	10.0		4.0
North West	10.0	10.0		5.0
Northern & Yorkshire	10.0	10.0	6.0	8.0
South Eastern	10.0	10.0	4.0	6.5
South West	10.5		5.0	5.5
Trent	10.0	10.0		
West Midlands	10.5	10.0		6.0
Northern Ireland	10.0			8.0
Scotland	10.0	8.0		6.2
Total	10.1	10.0	5.4	6.3

88

Total number of ID SAS doctors in post

10.2%

% of non-substantive ID SAS doctor posts

Liaison psychiatry specialty and specialist (SAS) doctors

Country	Male full-time liaison substantive SAS doctors	Female full-time liaison substantive SAS doctors	Total full-time liaison substantive SAS doctors	Male part-time liaison substantive SAS doctors	Female part-time liaison substantive SAS doctors	Total part-time liaison substantive SAS doctors	Full-time liaison non-substantive SAS doctor posts	Part-time liaison non-substantive SAS doctor posts	Total liaison non-substantive SAS doctor posts	% of liaison non-substantive SAS doctor posts
England	22	11	33	3	10	13	15	5	20	30.3%
Eastern		1	1	1		1				
London	5		5		4	4	1	1	2	18.2%
North West	3	2	5		1	1	4	1	5	45.5%
Northern & Yorkshire	9	4	13	1	2	3	2		2	11.1%
South Eastern	2	3	5		1	1	7	2	9	60.0%
South West	1		1							
Trent	1		1		1	1		1	1	33.3%
West Midlands	1	1	2	1	1	2	1		1	20.0%
Northern Ireland							2		2	100.0%
Total	22	11	33	3	10	13	17	5	22	32.4%

Country	PAs male full-time liaison substantive SAS doctors	PAs female full-time liaison substantive SAS doctors	PAs male part-time liaison substantive SAS doctors	PAs female part-time liaison substantive SAS doctors
England	10.0	10.0	5.3	6.6
Eastern	10.0	10.0	6.0	5.0
London	10.0			8.0
North West	10.0	10.0		5.0
Northern & Yorkshire	10.0	10.0	2.0	8.0
South Eastern	10.0	10.0		6.0
South West	10.0			
Trent	10.0			8.0
West Midlands	10.0	10.0	8.0	6.0
Total	10.0	10.0	5.3	6.6

46
Total number of liaison SAS doctors in post

30.3%
% of non-substantive liaison SAS doctor posts

Medical psychotherapy specialty and specialist (SAS) doctors

Country	Male full-time medical psychotherapy substantive SAS doctors	Female full-time medical psychotherapy substantive SAS doctors	Total full-time medical psychotherapy substantive SAS doctors	Male part-time medical psychotherapy substantive SAS doctors	Female part-time medical psychotherapy substantive SAS doctors	Total part-time medical psychotherapy substantive SAS doctors	Full-time medical psychotherapy non-substantive SAS doctor posts	Part-time medical psychotherapy non-substantive SAS doctor posts	Total medical psychotherapy non-substantive SAS doctor posts	% of medical psychotherapy non-substantive SAS doctor posts
Scotland				1		1				
Total				1		1				

Country	PAs male full-time medical psychotherapy substantive SAS doctors	PAs female full-time medical psychotherapy substantive SAS doctors	PAs male part-time medical psychotherapy substantive SAS doctors	PAs female part-time medical psychotherapy substantive SAS doctors
Scotland				6.0
Total				6.0

0
Total number of medical psychotherapy SAS doctors in post

0.0%
% of non-substantive medical psychotherapy SAS doctor posts

Neuropsychiatry specialty and specialist (SAS) doctors

Country	Male full-time neuropsychiatry substantive SAS doctors	Female full-time neuropsychiatry substantive SAS doctors	Total full-time neuropsychiatry substantive SAS doctors	Male part-time neuropsychiatry substantive SAS doctors	Female part-time neuropsychiatry substantive SAS doctors	Total part-time neuropsychiatry substantive SAS doctors	Full-time neuropsychiatry non-substantive SAS doctor posts	Part-time neuropsychiatry non-substantive SAS doctor posts	Total neuropsychiatry non-substantive SAS doctor posts	% of neuropsychiatry non-substantive SAS doctor posts
England	2	7	9	3	2	5	1	1	2	12.5%
London							1		1	100.0%
National organisation	2	3	5	1	1	2				
Northern & Yorkshire		3	3	2	1	3				
Trent								1	1	100.0%
West Midlands		1	1							
Total	2	7	9	3	2	5	1	1	2	12.5%

Country	PAs male full-time neuropsychiatry substantive SAS doctors	PAs female full-time neuropsychiatry substantive SAS doctors	PAs male part-time neuropsychiatry substantive SAS doctors	PAs female part-time neuropsychiatry substantive SAS doctors
England			10.0	5.5
Northern & Yorkshire			10.0	5.5
West Midlands			10.0	
Total			10.0	5.5

14

Total number of neuropsychiatry SAS doctors in post

12.5%

% of non-substantive neuropsychiatry SAS doctor posts

Old age psychiatry specialty and specialist (SAS) doctors

Country	Male full-time old age substantive SAS doctors	Female full-time old age substantive SAS doctors	Total full-time old age substantive SAS doctors	Male part-time old age substantive SAS doctors	Female part-time old age substantive SAS doctors	Total part-time old age substantive SAS doctors	Full-time old age non-substantive SAS doctor posts	Part-time old age non-substantive SAS doctor posts	Total old age non-substantive SAS doctor posts	% of old age non-substantive SAS doctor posts
England	97	96	193	20	46	66	33	9	42	13.9%
Eastern	10	16	26	2	6	8	2	1	3	8.1%
London	7	16	23	4	3	7	4	3	7	18.9%
North West	12	8	20		1	1	10	1	11	34.4%
Northern & Yorkshire	27	13	40	1	7	8	6	1	7	12.2%
South Eastern	16	19	35	8	14	22	5	2	7	10.9%
South West	6	8	14	3	11	14	1		1	3.4%
Trent	13	10	23	1	2	3	2	1	3	10.3%
West Midlands	6	6	12	1	2	3	3		3	16.7%
Northern Ireland	6	2	8		8	8	4		4	20.0%
Scotland	7	9	16	3	17	20	2		2	5.3%
Total	110	107	217	23	71	94	39	9	48	13.3%

Country	PAs male full-time old age substantive SAS doctors	PAs female full-time old age substantive SAS doctors	PAs male part-time old age substantive SAS doctors	PAs female part-time old age substantive SAS doctors
England	10.0	9.9	6.4	5.9
Eastern	10.0	10.0	5.3	5.4
London	10.0	10.0	7.0	4.5
North West	10.0	10.0		6.0
Northern & Yorkshire	10.0	10.0	6.0	6.5
South Eastern	10.0	9.7	6.5	5.4
South West	10.0	10.0	6.5	7.0
Trent	10.0	10.0	7.0	5.5
West Midlands	10.0	10.0	8.0	6.0
Northern Ireland	10.5	10.0		5.7
Scotland	10.0	9.7	7.3	6.8
Total	10.1	9.9	6.6	6.1

259

Total number of old age SAS doctors in post

13.9%

% of non-substantive old age SAS doctor posts

Perinatal psychiatry specialty and specialist (SAS) doctors

Country	Male full-time perinatal substantive SAS doctors	Female full-time perinatal substantive SAS doctors	Total full-time perinatal substantive SAS doctors	Male part-time perinatal substantive SAS doctors	Female part-time perinatal substantive SAS doctors	Total part-time perinatal substantive SAS doctors	Full-time perinatal non-substantive SAS doctor posts	Part-time perinatal non-substantive SAS doctor posts	Total perinatal non-substantive SAS doctor posts	% of perinatal non-substantive SAS doctor posts
England	8	16	24	1	19	20	2	4	6	12.0%
Eastern	2	1	3		3	3		1	1	14.3%
London	1	4	5		3	3	2		2	20.0%
North West		1	1					1	1	50.0%
Northern & Yorkshire	1	5	6		2	2		2	2	20.0%
South Eastern	1	3	4	1	1	2				
South West					7	7				
Trent	2		2							
West Midlands	1	2	3		3	3				
Total	8	16	24	1	19	20	2	4	6	12.0%

Country	PAs male full-time perinatal substantive SAS doctors	PAs female full-time perinatal substantive SAS doctors	PAs male part-time perinatal substantive SAS doctors	PAs female part-time perinatal substantive SAS doctors
England	9.9	9.7	5.5	6.0
Eastern	10.0	10.0	5.0	5.8
London	10.0	9.3		6.5
North West		10.0		
Northern & Yorkshire	10.0	9.7		6.0
South Eastern	10.0	9.8	6.0	6.0
South West				5.3
Trent	9.5			
West Midlands	10.0	10.0		6.3
Total	9.9	9.7	5.5	6.0

44

Total number of perinatal SAS doctors in post

12.0%

% of non-substantive perinatal SAS doctor posts

Rehabilitation psychiatry specialty and specialist (SAS) doctors

Country	Male full-time rehabilitation substantive SAS doctors	Female full-time rehabilitation substantive SAS doctors	Total full-time rehabilitation substantive SAS doctors	Male part-time rehabilitation substantive SAS doctors	Female part-time rehabilitation substantive SAS doctors	Total part-time rehabilitation substantive SAS doctors	Full-time rehabilitation non-substantive SAS doctor posts	Part-time rehabilitation non-substantive SAS doctor posts	Total rehabilitation non-substantive SAS doctor posts	% of rehabilitation non-substantive SAS doctor posts
England	37	20	57	4	9	13	15	13	28	28.6%
Eastern	1	1	2		1	1				
London	5	2	7	1		1	2		2	20.0%
National organisation	14	5	19	2	3	5	5		5	17.2%
North West	2	1	3				4	1	5	62.5%
Northern & Yorkshire	4	2	6		1	1	2	10	12	63.2%
South Eastern	2	2	4		3	3		1	1	12.5%
South West	1		1				2	1	3	75.0%
Trent	3	2	5							
West Midlands	5	5	10	1	1	2				
Northern Ireland	1	1	2							
Scotland		1	1		1	1				
Total	38	22	60	4	10	14	15	13	28	27.5%

Country	PAs male full-time rehabilitation substantive SAS doctors	PAs female full-time rehabilitation substantive SAS doctors	PAs male part-time rehabilitation substantive SAS doctors	PAs female part-time rehabilitation substantive SAS doctors
England	9.9	10.0	6.0	6.1
Eastern	10.0	10.0	5.0	5.5
London	10.0	10.0	5.0	
North West	10.0	10.0		
Northern &	10.0	10.0		4.5
South Eastern	10.0	10.0		7.5
South West	9.0			
Trent	10.0	10.0		
West Midlands	10.0	10.0	8.0	6.0
Northern Ireland	10.0	10.0		
Scotland		9.0		5.0
Total	9.9	9.9	6.0	5.9

70
Total number of rehabilitation SAS doctors in post

28.6%
% of non-substantive rehabilitation SAS doctor posts

Locally employed doctors

Substantive posts

The number of locally employed doctors (LEDs) in post across England was first collated in the 2023 census. There were 154 substantive LEDs in post at the end of March 2025, 63% of whom were female psychiatrists and 37% male psychiatrists. This can be compared to 151 substantive LEDs in post in 2023, an increase of 3 posts (2%).

Non-substantive posts

One in ten (10%) LED posts across England were vacant or filled by non-substantive psychiatrists in 2025, substantially lower than both the proportion of vacant (18%) and non-substantive LED posts (43%) in 2023.

English divisions

Among the eight English divisions, London had the highest proportion of non-substantive LED posts in 2025 with 26%, 16 percentage points greater than the national proportion of 10%; **more than a quarter of LED posts across London are vacant or filled by non-substantive psychiatrists**. In contrast, the East and North West of England had no non-substantive LED posts in 2025, and the South East and West Midlands had low proportions of non-substantive LED posts, both with 4%.

Locally employed doctors (LEDs)

182

Total number of substantive LED posts

17

Total number of non-substantive LED posts

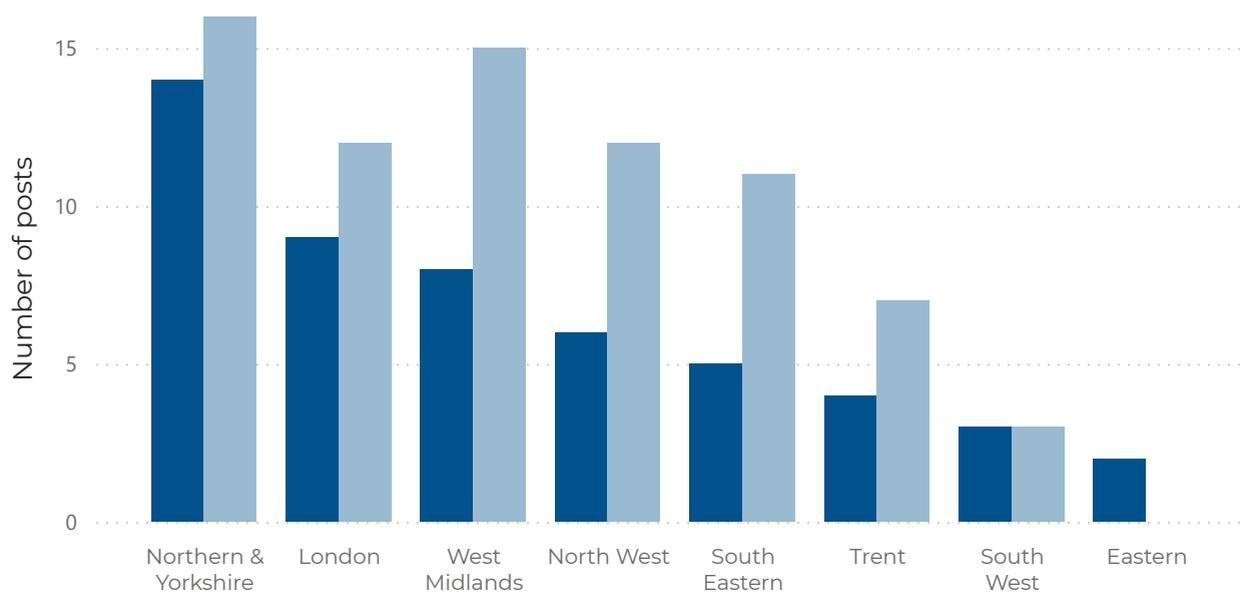
8.5%

% of non-substantive LED posts

Country	Male full-time substantive LEDs	Female full-time substantive LEDs	Total full-time substantive LEDs	Male part-time substantive LEDs	Female part-time substantive LEDs	Total part-time substantive LEDs	Full-time non-substantive LED posts	Part-time non-substantive LED posts	Total non-substantive LED posts	% of non-substantive LED posts
England	51	76	127	6	21	27	13	4	17	9.9%
Eastern	2		2		1	1				
London	9	12	21	1	1	2	7	1	8	25.8%
North West	6	12	18							
Northern & Yorkshire	14	16	30	4	9	13	4		4	8.5%
South Eastern	5	11	16		7	7	1		1	4.2%
South West	3	3	6	1	1	2		2	2	20.0%
Trent	4	7	11		1	1		1	1	7.7%
West Midlands	8	15	23		1	1	1		1	4.0%
Northern Ireland					1	1				
Scotland	9	9	18	1	8	9				
Total	60	85	145	7	30	37	13	4	17	8.5%

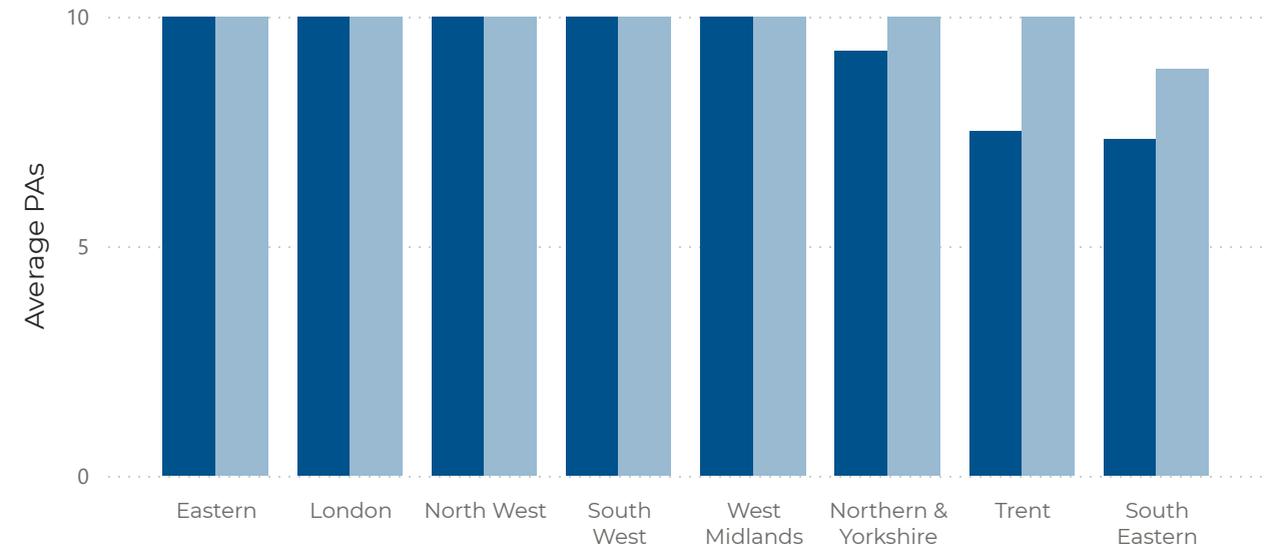
Full-time substantive LED posts by gender and region

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



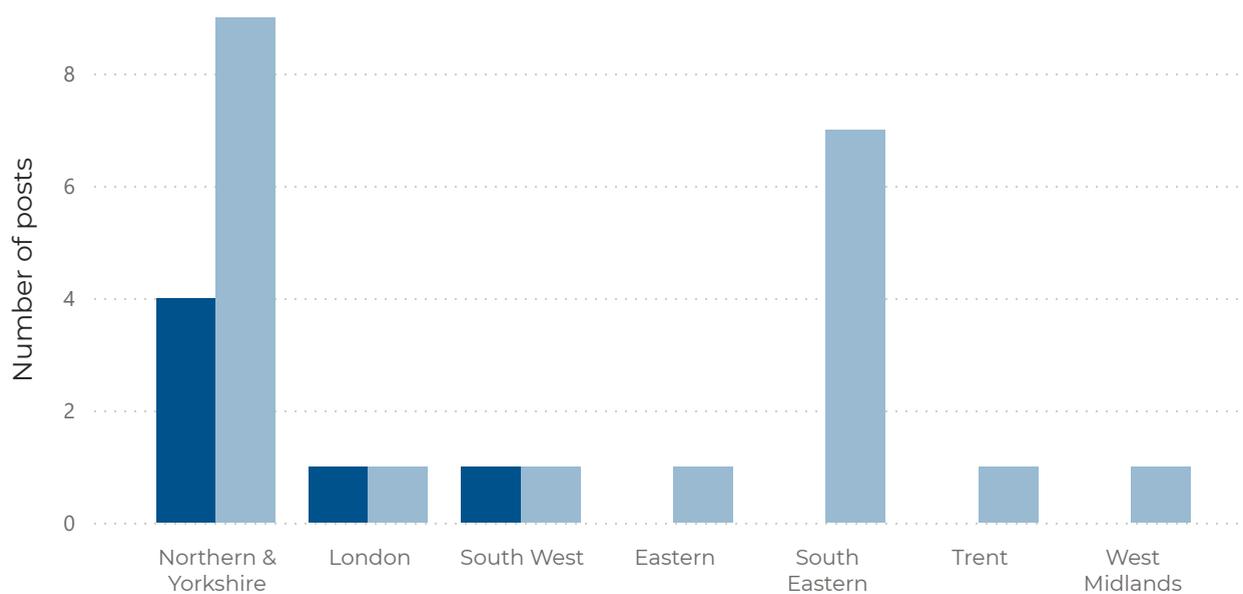
Average number of paid PAs, full-time substantive LED posts, by gender and region

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



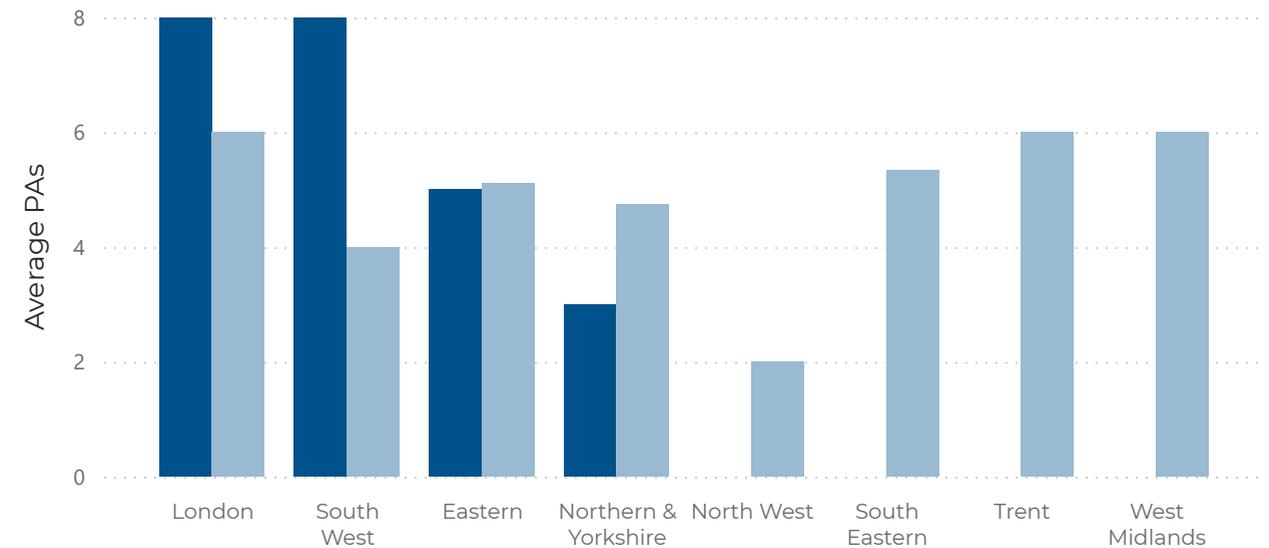
Part-time substantive LED posts by gender and region

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



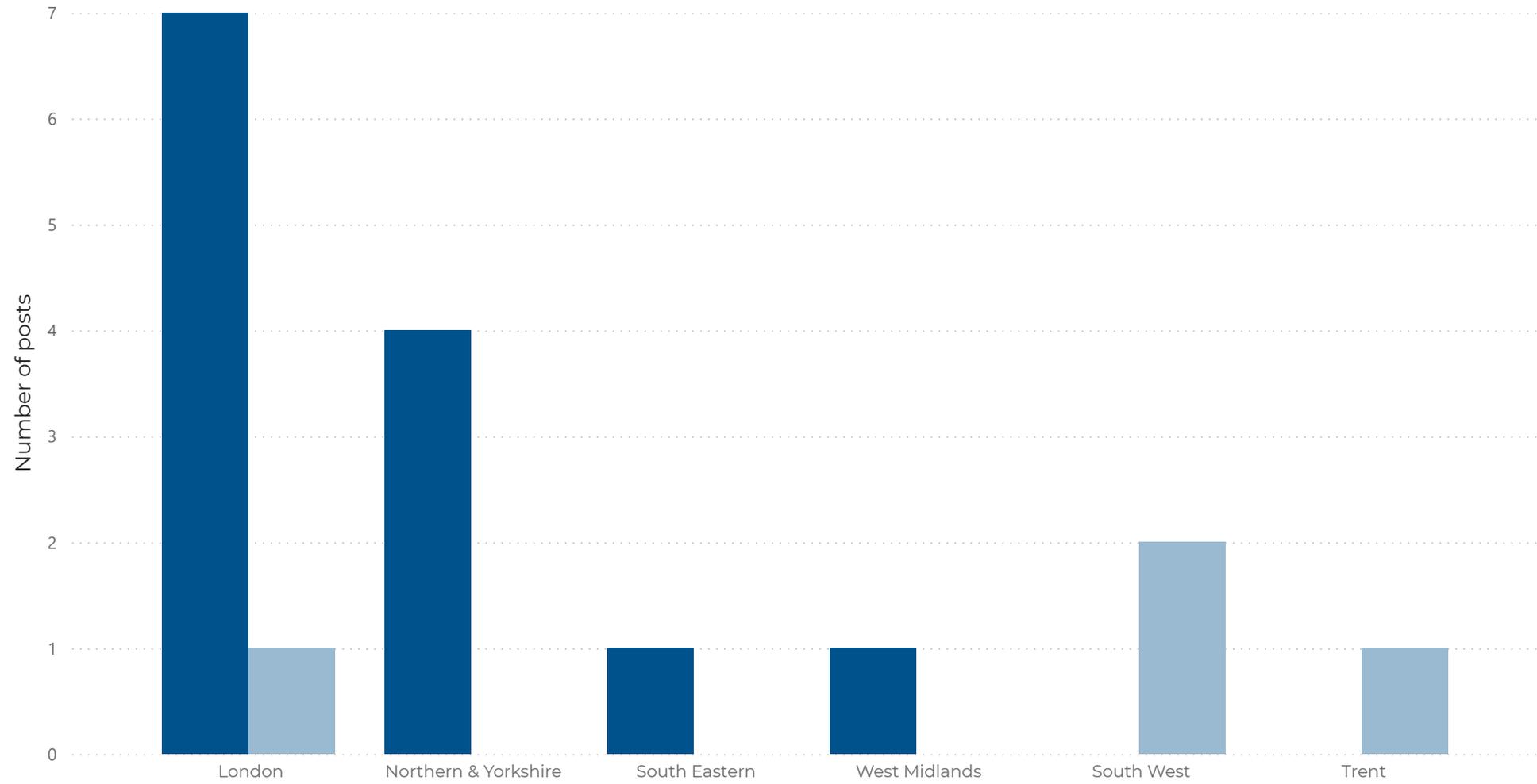
Average number of paid PAs, part-time substantive LED posts, by gender and region

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



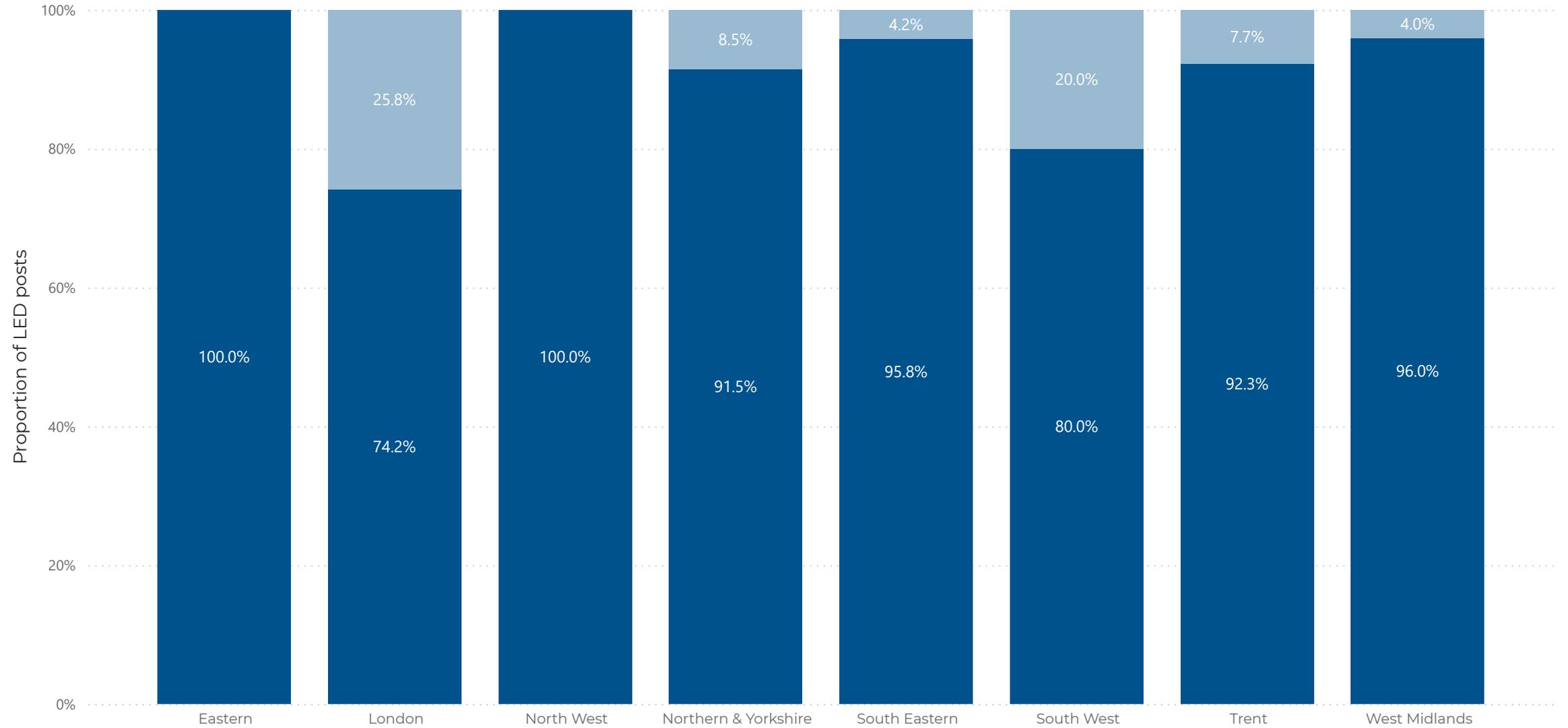
Full-time and part-time non-substantive LED posts by region

● Full-time non-substantive LED posts ● Part-time non-substantive LED posts



Substantive and non-substantive LED posts by region

● Substantive LED posts ● Non-substantive LED posts



Consultant, specialty and specialist (SAS) doctor retirements

An estimated 308 substantive consultants and SAS doctors across England retired in 2024 and 2025, comprising 53% (164) men and 47% (144) women, and 9% (29) of whom were re-employed part-time.¹

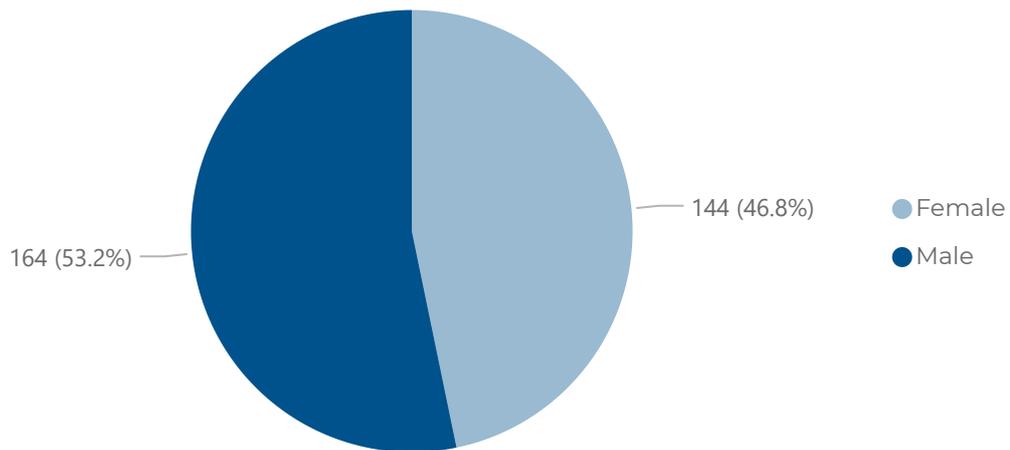
¹ Please note, the retirement data for one of the responding trusts has been removed due to potential outliers in the data.

Consultant, specialty and specialist (SAS) doctor retirements

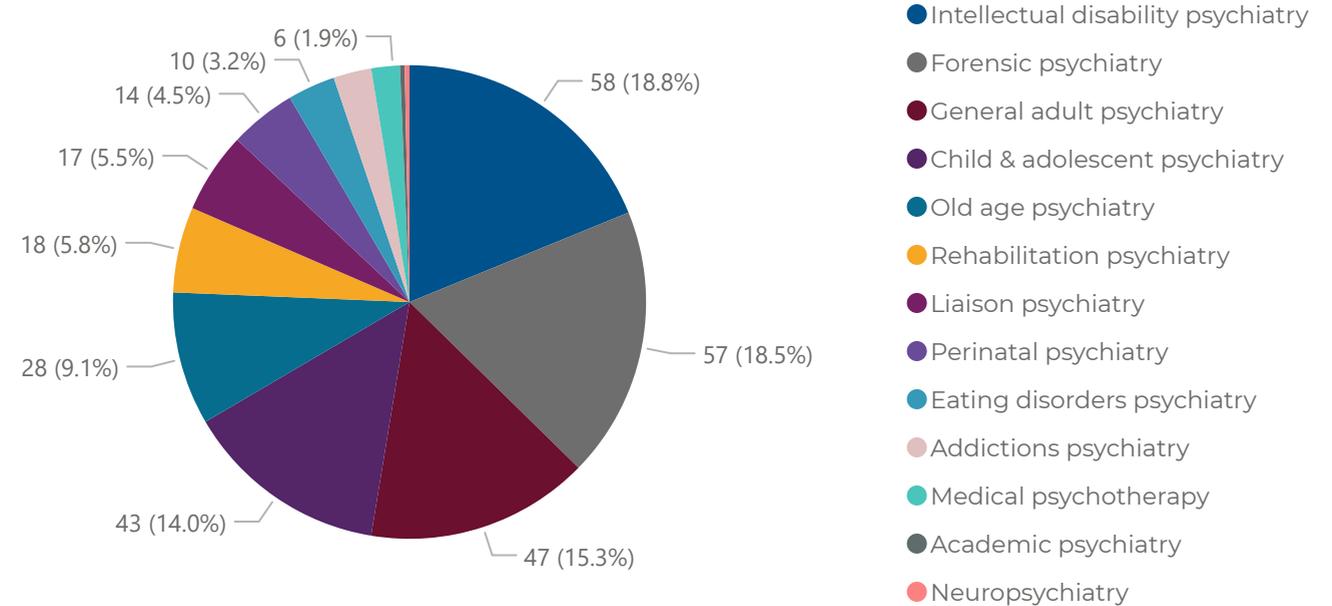
Country	Male consultant and SAS doctor retirements in 2024	Female consultant and SAS doctor retirements in 2024	Total consultant and SAS doctor retirements in 2024	Male consultant and SAS doctor retirements in 2025	Female consultant and SAS doctor retirements in 2025	Total consultant and SAS doctor retirements in 2025	Total consultants and SAS doctors re-employed (2024 to 2025)
England	105	84	189	59	60	119	29
Eastern	11	11	22	6	5	11	2
London	5	4	9	1	6	7	7
National organisation	1		1				
North West	6	6	12	2	1	3	5
Northern & Yorkshire	14	10	24	12	3	15	2
South Eastern	34	35	69	25	39	64	6
South West	5	7	12	3	1	4	2
Trent	8	2	10	2	3	5	2
West Midlands	21	9	30	8	2	10	3
Northern Ireland	3	7	10		1	1	
Scotland	8	7	15	3	8	11	8
Total	116	98	214	62	69	131	37

308
Total consultant and SAS doctor retirements (2024 to 2025)

Total consultant and SAS doctor retirements in 2024 and 2025 by gender



Total consultant and SAS doctor retirements in 2024 and 2025 by specialty



Appendix D: Respondents to the 2021, 2023 and 2025 RCPsych censuses - England

Organisation	Division	2019	2021	2023	2025
Alder Hey Children's NHS Foundation Trust	North West	Yes	Yes	Yes	No
Avon and Wiltshire Mental Health Partnership NHS Trust	South West	Yes	Yes	Yes	Yes
Barnet, Enfield and Haringey Mental Health NHS Trust****	London	Yes	No	Yes	N/A
Berkshire Healthcare NHS Foundation Trust	South East	Yes	Yes	Yes	Yes
Birmingham and Solihull Mental Health NHS Foundation Trust	West Midlands	Yes	Yes	Yes	Yes
Birmingham Community Healthcare NHS Foundation Trust	West Midlands	Yes	No	Yes	Yes
Birmingham Women's and Children's NHS Foundation Trust	West Midlands	Yes	No	Yes	No
Black Country Healthcare Foundation NHS Trust*	West Midlands	Yes	Yes	No	No
Bradford District Care NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	Yes	Yes
Cambridge & Peterborough NHS Foundation Trust	Eastern	Yes	Yes	No	No
Camden and Islington NHS Foundation Trust****	London	Yes	Yes	Yes	N/A
Central and North West London NHS Foundation Trust	London	Yes	Yes	Yes	Yes
Change, Grow, Live	Nationwide	No	Yes	No	No
Chelsea and Westminster Hospital NHS Foundation Trust	London	No	No	Yes	No
Cheshire and Wirral Partnership NHS Foundation Trust	North West	Yes	Yes	Yes	Yes
Cornwall Partnership NHS Foundation Trust	South West	Yes	No	Yes	Yes
Coventry and Warwickshire Partnership NHS Trust	West Midlands	Yes	Yes	No	Yes
Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	Yes	Yes
Cygnets Health Care (England)	England-wide	No	No	No	Yes
Derbyshire Healthcare NHS Foundation Trust	Trent	Yes	Yes	Yes	Yes
Devon Partnership NHS Trust	South West	Yes	Yes	No	Yes
Dorset Healthcare University NHS Foundation Trust	South West	Yes	Yes	Yes	Yes
Dudley and Walsall Mental Health Partnership NHS Trust*	West Midlands	Yes	N/A	N/A	N/A
East London NHS Foundation Trust	London	Yes	No	No	Yes
Essex Partnership University NHS Foundation Trust	Eastern	Yes	Yes	Yes	Yes
Gateshead Health NHS Foundation Trust	Northern & Yorkshire	No	No	No	Yes
Gloucestershire Health and Care NHS Foundation Trust	South West	Yes	Yes	Yes	Yes
Great Ormond Street Hospital for Children NHS Foundation Trust	London	Yes	Yes	Yes	No
Greater Manchester Mental Health NHS Foundation Trust***	North West	Yes	No	No	No
Hampshire and Isle of Wight Healthcare NHS Foundation Trust****	South East	N/A	N/A	N/A	Yes
Herefordshire and Worcestershire Health and Care NHS Trust	West Midlands	Yes	Yes	No	Yes
Hertfordshire Partnership University NHS Foundation Trust	Eastern	No	Yes	Yes	Yes
Humber Teaching NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	Yes	Yes
Isle of Wight NHS Trust****	South East	Yes	No	Yes	N/A
Kent and Medway NHS and Social Care Partnership Trust	South East	Yes	Yes	No	Yes
Lancashire and South Cumbria NHS Foundation Trust	North West	Yes	Yes	Yes	Yes
Leeds and York Partnership NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	Yes	Yes
Leeds Community Healthcare NHS Trust	Northern & Yorkshire	Yes	Yes	Yes	No
Leicestershire Partnership NHS Trust	Trent	Yes	Yes	Yes	Yes
Lincolnshire Partnership NHS Foundation Trust	Trent	Yes	Yes	Yes	Yes

London Psychiatric Clinic	London	No	No	No	No
Manchester University NHS Foundation Trust	North West	Yes	Yes	Yes	No
Mental Health Care (UK)	Nationwide	No	Yes	No	No
Mersey Care NHS Foundation Trust***	North West	Yes	Yes	Yes	No
Mid and South Essex NHS Foundation Trust	Eastern	No	No	No	No
Midlands Partnership University NHS Foundation Trust	West Midlands	Yes	Yes	Yes	Yes
Milton Keynes University Hospital NHS Foundation Trust	Eastern	No	No	No	No
Ministry of Defence	Nationwide	Yes	Yes	No	Yes
Navigo**	Northern & Yorkshire	Yes	No	Yes	No
Nightingale Hospital (Private)	London	No	No	No	No
Norfolk and Suffolk NHS Foundation Trust	Eastern	Yes	No	Yes	Yes
North Bristol NHS Trust	South West	Yes	Yes	No	No
North East London NHS Foundation Trust	London	Yes	Yes	Yes	No
North London NHS Foundation Trust****	London	N/A	N/A	N/A	Yes
North Staffordshire Combined Healthcare NHS Trust	West Midlands	Yes	Yes	Yes	Yes
North West Boroughs NHS Foundation Trust***	North West	Yes	Yes	N/A	N/A
Northamptonshire Healthcare NHS Foundation Trust	Trent	Yes	Yes	No	Yes
Nottinghamshire Healthcare NHS Foundation Trust	Trent	Yes	Yes	Yes	Yes
Oxford Health NHS Foundation Trust	South East	Yes	Yes	Yes	Yes
Oxford University Hospitals Foundation Trust	South East	Yes	No	Yes	Yes
Oxleas NHS Foundation Trust	London	Yes	Yes	No	No
Pennine Care NHS Foundation Trust	North West	Yes	Yes	Yes	Yes
The Priory Group	Nationwide	Yes	Yes	No	No
Rotherham, Doncaster and South Humber NHS Foundation Trust	Northern & Yorkshire	No	No	No	Yes
Sheffield Children's NHS Foundation Trust	Northern & Yorkshire	Yes	No	Yes	No
Sheffield Health and Social Care NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	Yes	Yes
Solent NHS Trust*****	South East	Yes	Yes	Yes	N/A
Somerset NHS Foundation Trust	South West	Yes	Yes	Yes	Yes
South London and Maudsley NHS Foundation Trust	London	Yes	Yes	Yes	No
South West London & St George's Mental Health NHS Trust	London	Yes	Yes	Yes	Yes
South West Yorkshire Partnership NHS Foundation Trust	Northern & Yorkshire	Yes	Yes	No	Yes
Southern Health NHS Foundation Trust*****	South East	Yes	Yes	Yes	N/A
St Andrew's Healthcare	Nationwide	Yes	Yes	No	No
St George's University Hospitals NHS Foundation Trust	London	No	No	Yes	No
Surrey and Borders Partnership NHS Foundation Trust	South East	Yes	Yes	Yes	Yes
Sussex Partnership NHS Foundation Trust	South East	Yes	Yes	Yes	Yes
Tavistock and Portman NHS Foundation Trust	London	No	Yes	No	Yes
Tees, Esk and Wear Valleys NHS Foundation Trust	Northern & Yorkshire	Yes	No	No	Yes
University Hospitals Bristol and Weston NHS Foundation Trust	South West	No	Yes	No	No
West London NHS Trust	London	Yes	Yes	Yes	No

* Dudley and Walsall Mental Health Partnership was dissolved in April 2020 and is now part of the Black Country Healthcare NHS Foundation Trust.

** Navigo provides mental health services across North East Lincolnshire (within Northern & Yorkshire).

*** North West Boroughs NHS Foundation Trust was dissolved in June 2021, with services in the Merseyside and Cheshire region being transferred to Mersey Care NHS Foundation Trust and services in the Greater Manchester area being transferred to Greater Manchester Mental Health NHS Foundation Trust.

*** Barnet, Enfield and Haringey Mental Health NHS Trust and Camden and Islington NHS Foundation Trust merged on 1 November 2024 to form North London NHS Foundation Trust.

**** Hampshire and Isle of Wight Healthcare NHS Foundation Trust was formed on 1 October 2024 following the merger of Solent NHS Trust, Southern Health NHS Foundation Trust, and Isle of Wight NHS Trust.

Appendix E: Consultant, SAS doctor and LED vacancy rates by census year - England

Census year	Response rate (mental health trusts)	% of vacant consultant posts	% of non-substantive consultant posts	% of vacant SAS doctor posts	% of non-substantive SAS doctor posts	% of vacant LED posts	% of non-substantive LED posts
2019	96% (52/54)	10%	21%	17%	29%	-	-
2021	83% (44/53)	10%	24%	13%	28%	-	-
2023	75% (39/52)	16%	29%	20%	32%	18%	43%
2025	83% (40/48)	14%	27%	-	17%	-	10%

Appendix F: Consultant and SAS doctor vacancy rates by specialty - England

Specialty	% of vacant consultant posts	% of non-substantive consultant posts	% of non-substantive SAS doctor posts
Academic psychiatry	0%	-	0%
Addictions psychiatry	3%	12%	25%
Child & adolescent psychiatry	16%	29%	19%
Eating disorders psychiatry	20%	37%	27%
Forensic psychiatry	11%	16%	12%
General adult psychiatry	17%	34%	17%
Intellectual disability psychiatry	9%	20%	10%
Liaison psychiatry	11%	20%	30%
Medical psychotherapy	5%	9%	-
Neuropsychiatry	7%	18%	13%
Old age psychiatry	14%	24%	14%
Perinatal psychiatry	9%	15%	12%
Rehabilitation psychiatry	13%	25%	29%
All specialties	14%	27%	17%

Appendix G: Consultant and SAS doctor and LED/CF vacancy rates by division - England

Division	% of vacant consultant posts	% of non-substantive consultant posts	% of non-substantive SAS doctor posts	% of non-substantive LED/CF posts
East Midlands	14%	23%	9%	8%
East of England	8%	22%	10%	0%
London	15%	30%	27%	26%
North East & Yorkshire	20%	27%	18%	9%
North West	15%	33%	35%	0%
South East	13%	27%	16%	4%
South West	9%	30%	9%	20%
West Midlands	16%	31%	15%	4%
England	14%	27%	17%	10%