



## **Workforce Census 2025**

### **Northern Ireland**

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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 Northern Ireland; this comprises numbers of consultant, specialty and specialist (SAS) psychiatrist posts across Northern Ireland for NHS organisations. It provides evidence for future College policy as well as a dynamic historical record of the workforce over time.

It is hoped that an accurate picture of the 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.

All five health and social care trusts in Northern Ireland participated in the 2025 workforce census (a 100% response rate), one more trust than in the 2023 census (an 80% response rate). The response rates for prior censuses are listed in [Appendix D](#). The College would like to thank all the health and social care trusts in Northern Ireland 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 238 consultant psychiatrist posts across the health and care social trusts in Northern Ireland in 2025, 203 (85%) of which were filled by substantive or locum consultants.

#### *Substantive posts*

The proportion of filled consultant psychiatrist posts comprising substantive consultants is 83% (168 posts), a decrease of seven percentage points on the 2023 census (90%).

The proportion of female substantive consultants was consistently greater than male substantive consultants in the most recent censuses, with the gap widening in each survey between 2019 and 2023. In 2025, 39% and 61% of substantive consultants were male and female; this compares to the male/female split of 47% and 53% in 2019, 40% and 60% in 2021, and 35% and 65% in 2023.

#### *Non-substantive posts*

Since the last census, the proportion of vacant consultant psychiatrist posts has slightly decreased from 16% (32 posts) in 2023 to 15% (35 posts) in 2025. However, there has been an increase of eight percentage points from 7% (18 posts) in 2021, and the proportion remains three times greater than 5% (11 posts) in 2019; **around one in seven consultant psychiatrist posts in Northern Ireland are vacant or unfilled.**

15% (35 posts) of all consultant psychiatrist posts were filled by locums, almost double the proportion from the 2023 census (8%, 16 posts) but lower than 23% (58 posts) for the 2021 census. After accounting for all non-substantive consultant psychiatrist posts, the 'true vacancy rate' rises to 29%, four percentage points greater than 25% in 2023; **over a quarter of consultant psychiatrist posts in Northern Ireland are vacant or filled by non-substantive psychiatrists.**

#### *Psychiatric specialties*

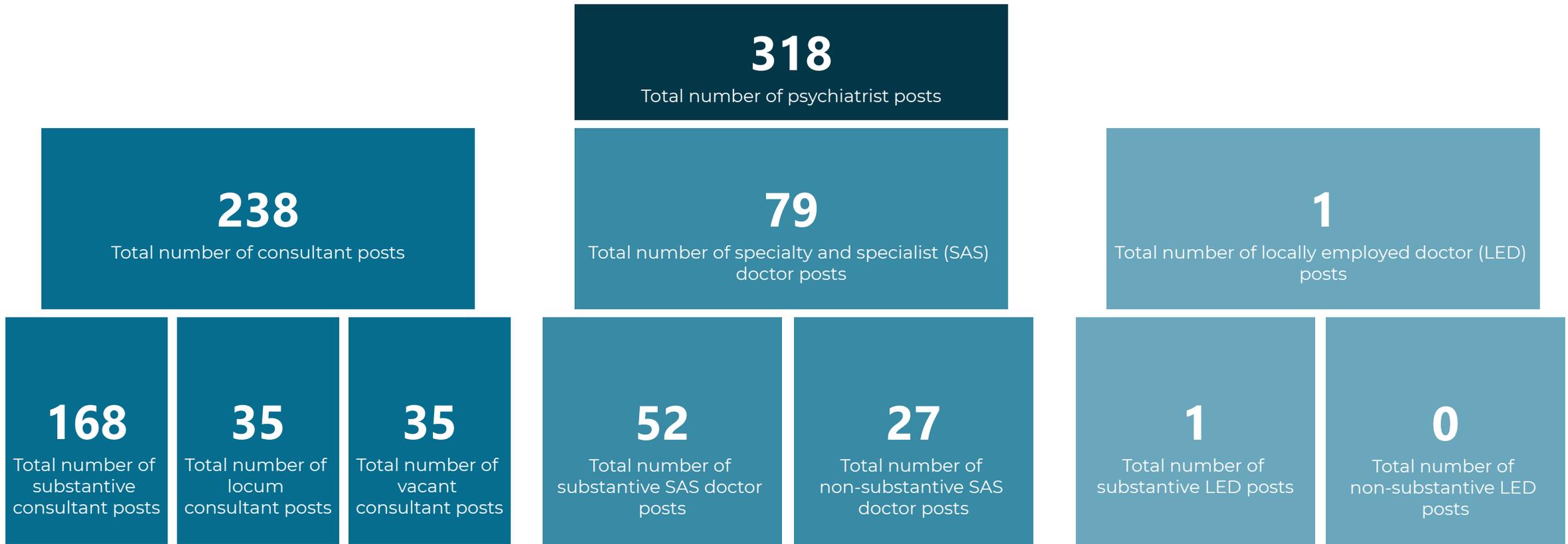
Among the thirteen psychiatric specialties surveyed in the 2025 census, neuropsychiatry had the greatest proportion of vacant consultant posts in 2025 with 100% (one vacancy overall), followed by eating disorders psychiatry and medical psychotherapy, both with 33%. **A third of eating disorders and medical psychotherapy consultant psychiatrist posts are vacant in Northern Ireland.**

At the other end, academic psychiatry had no vacant posts, while child & adolescent psychiatry and old age psychiatry had vacancy rates of 10% and 11%, respectively.

When looking at all non-substantive consultant posts, addictions psychiatry and psychiatry of intellectual disability had the greatest 'true vacancy' rates after neuropsychiatry, with 58% and 39% respectively; **over half of addictions consultant psychiatrist posts were vacant or filled by non-substantive psychiatrists.** In contrast, perinatal psychiatry had the lowest proportion of non-substantive consultant posts with 14% (four times lower than the rate for addictions psychiatry).

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

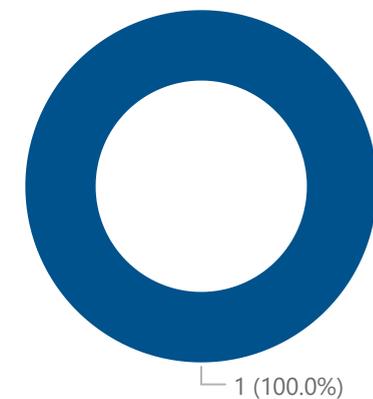
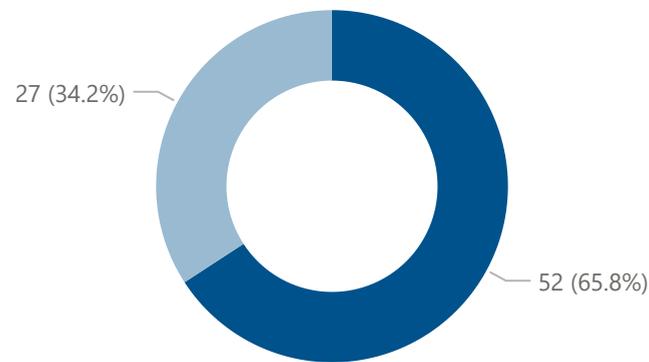
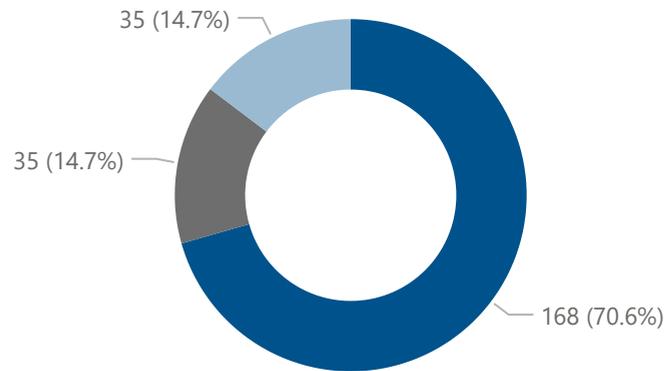
# Total workforce



● Substantive consultants ● Locum consultants ● Vacant posts

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

● Substantive LED/CF posts ● Non-substantive LED/CF posts



# Consultants

**168**

Total number of substantive consultant posts

**35**

Total number of locum consultant posts

**35**

Total number of vacant consultant posts

**14.7%**

% of vacant consultant posts

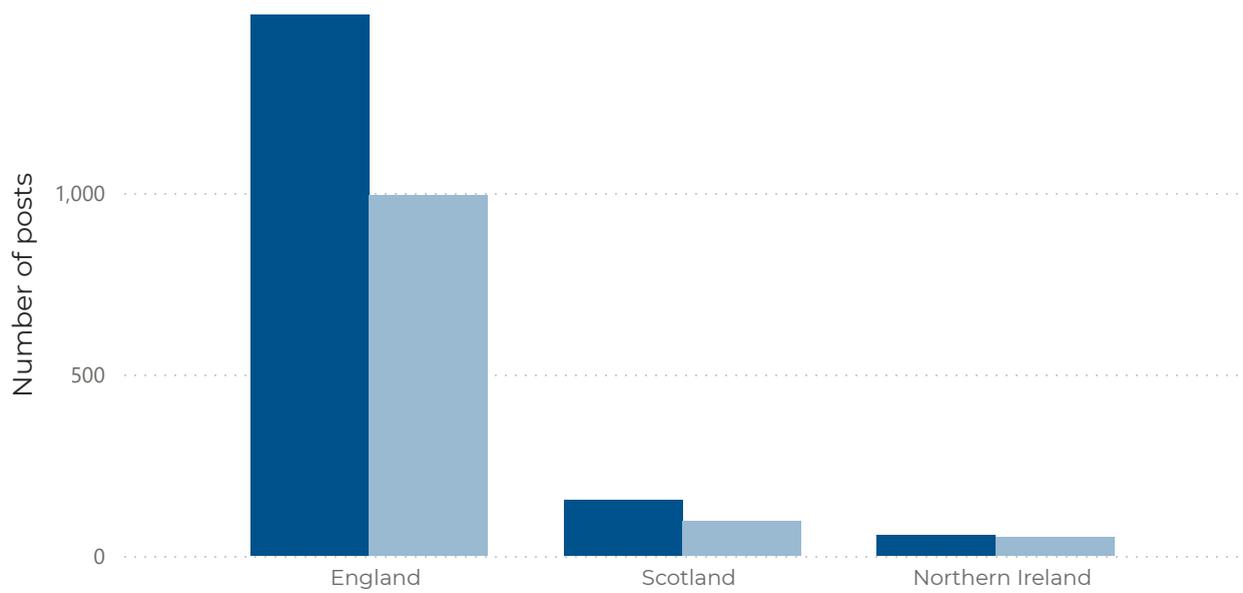
**29.4%**

% 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%
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%
<b>Total</b>	<b>1,702</b>	<b>1,136</b>	<b>2,838</b>	<b>562</b>	<b>1,008</b>	<b>1,570</b>	<b>391</b>	<b>145</b>	<b>536</b>	<b>124</b>	<b>141</b>	<b>265</b>	<b>639</b>	<b>226</b>	<b>865</b>	<b>14.2%</b>

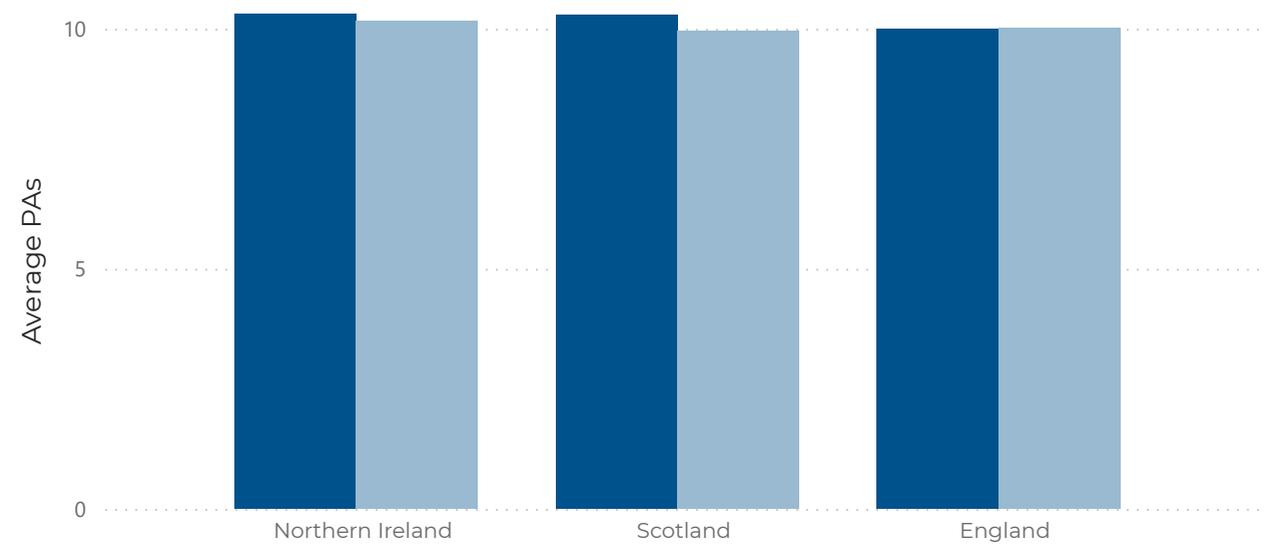
## Full-time substantive consultant posts by gender and nation

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



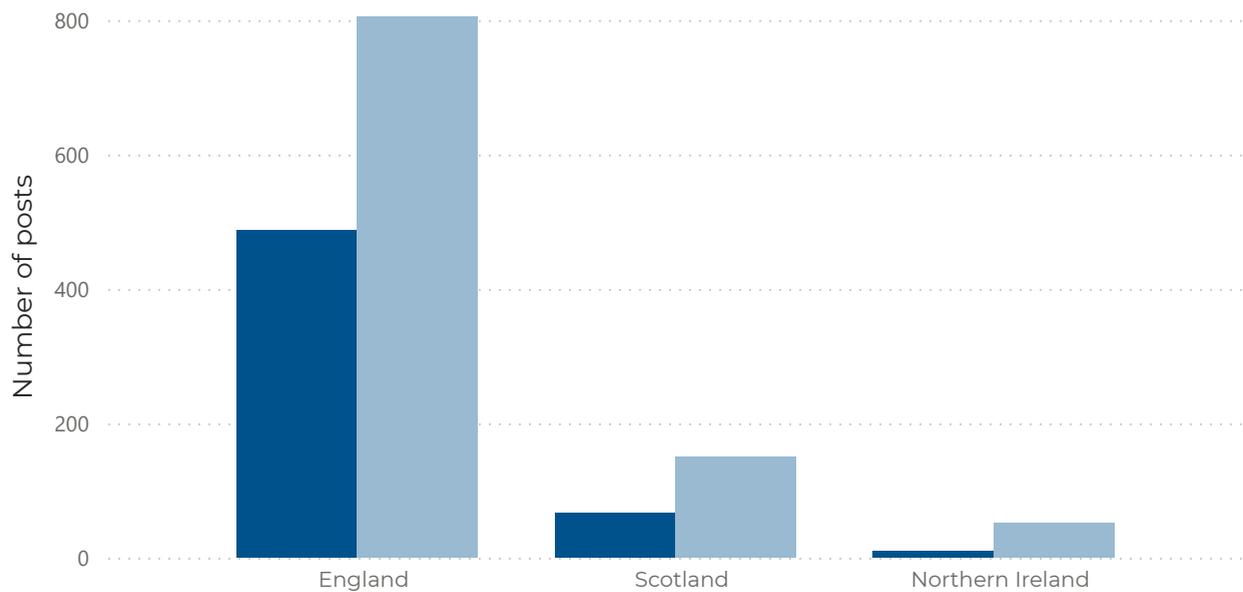
## Average number of paid PAs, full-time substantive consultant posts, by gender and nation

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



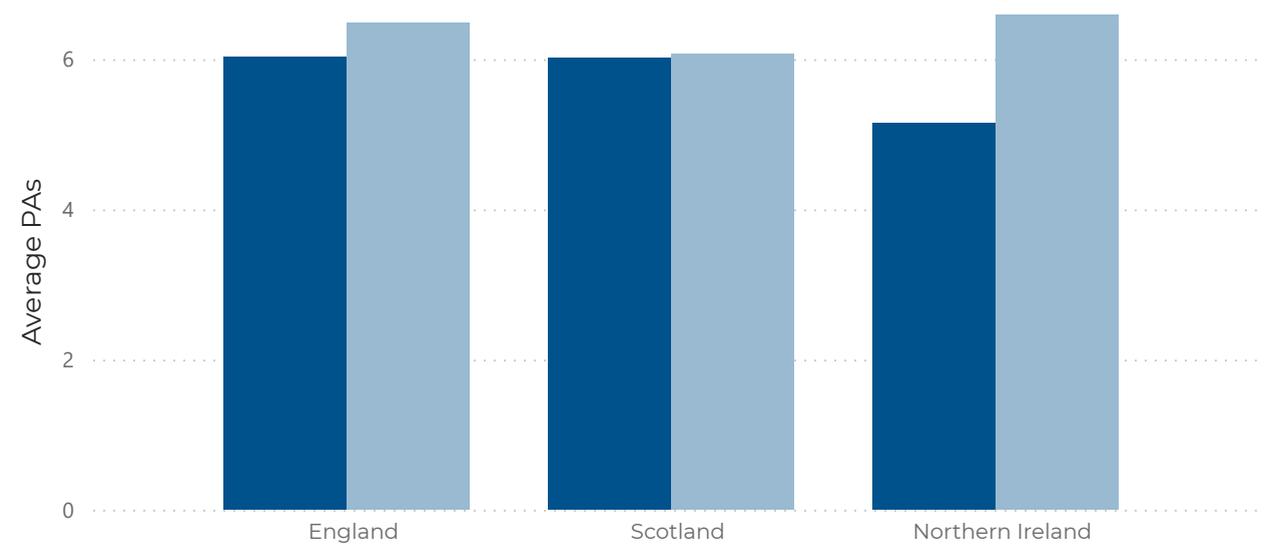
## Part-time substantive consultant posts by gender and nation

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



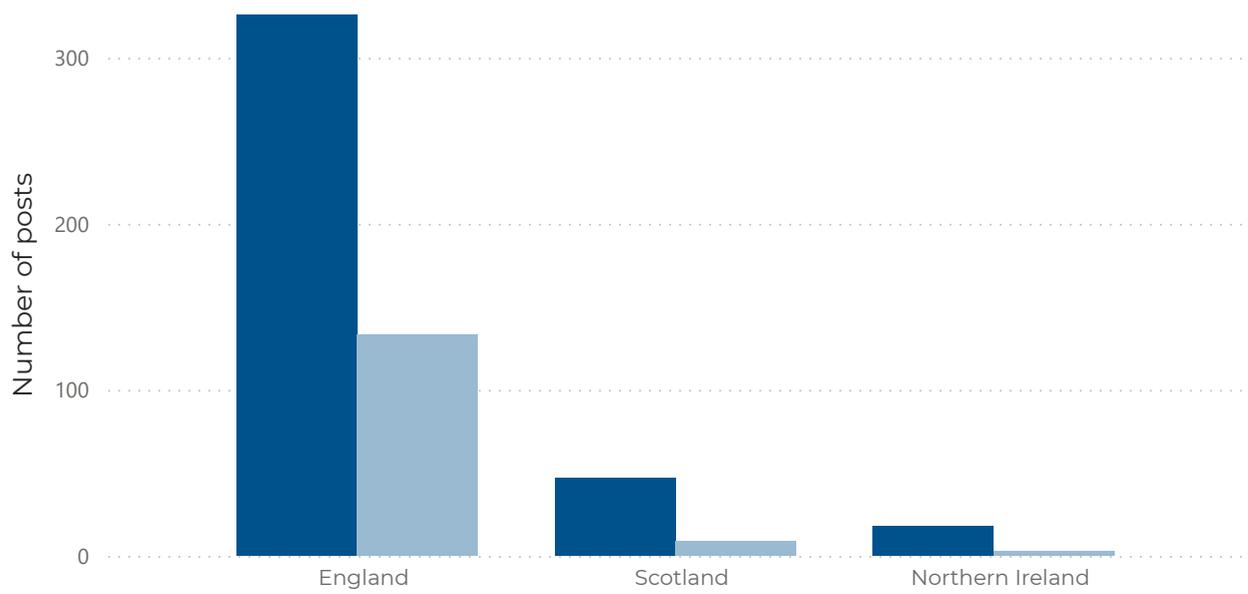
## Average number of paid PAs, part-time substantive consultant posts, by gender and nation

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



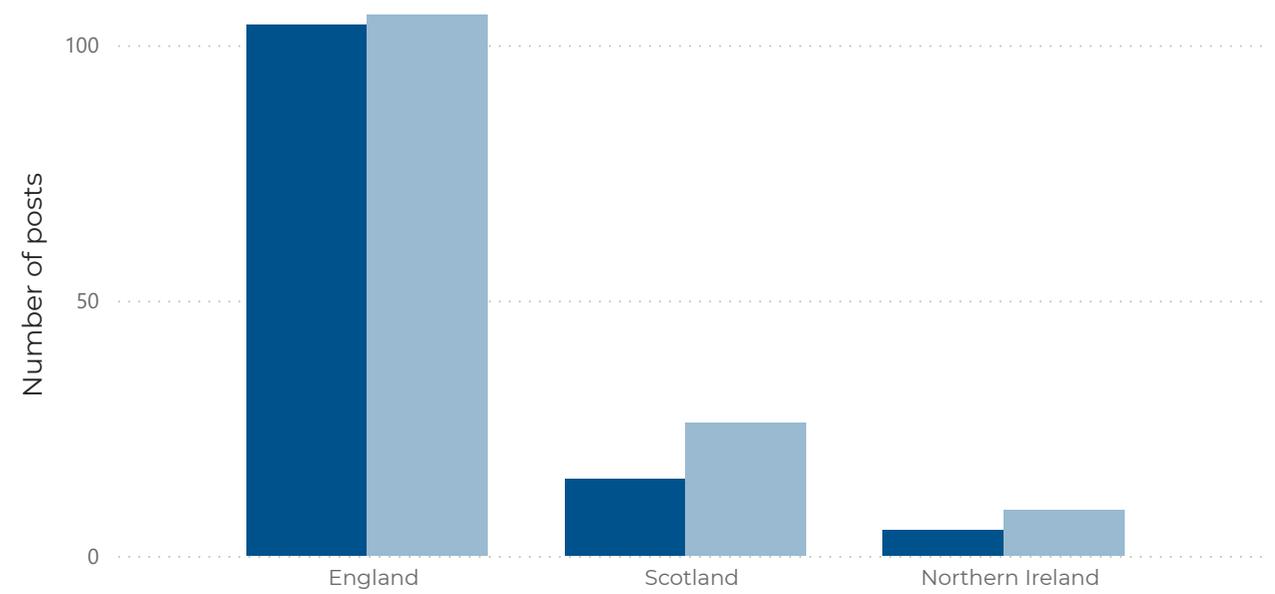
## Full-time locum consultant posts by gender and nation

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



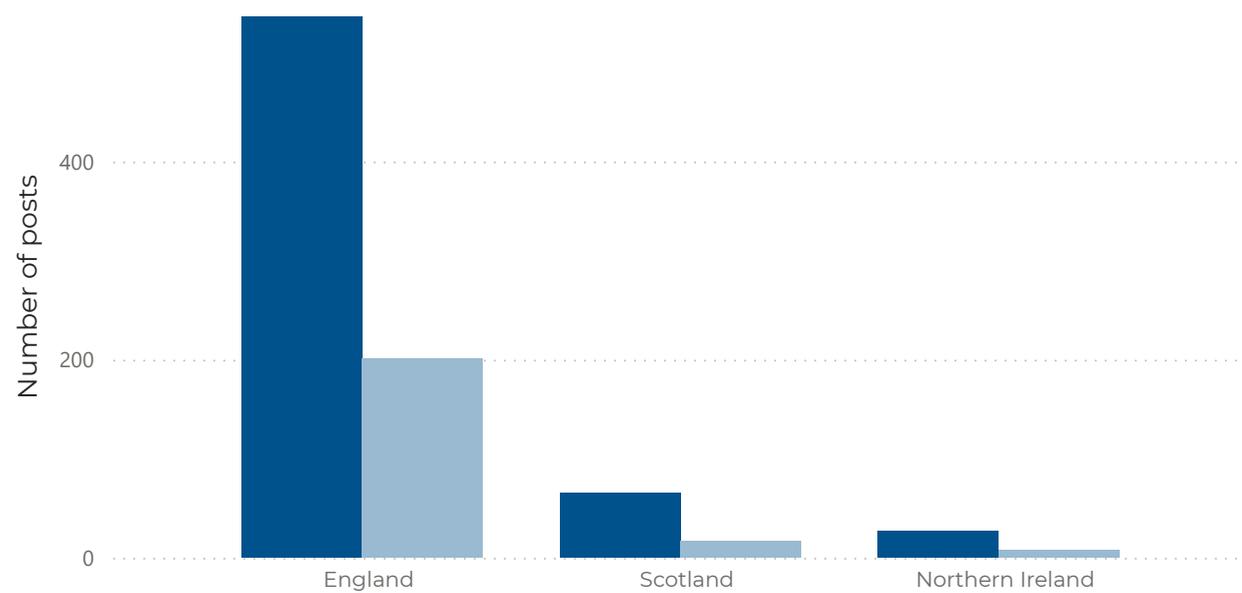
## Part-time locum consultant posts by gender and nation

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



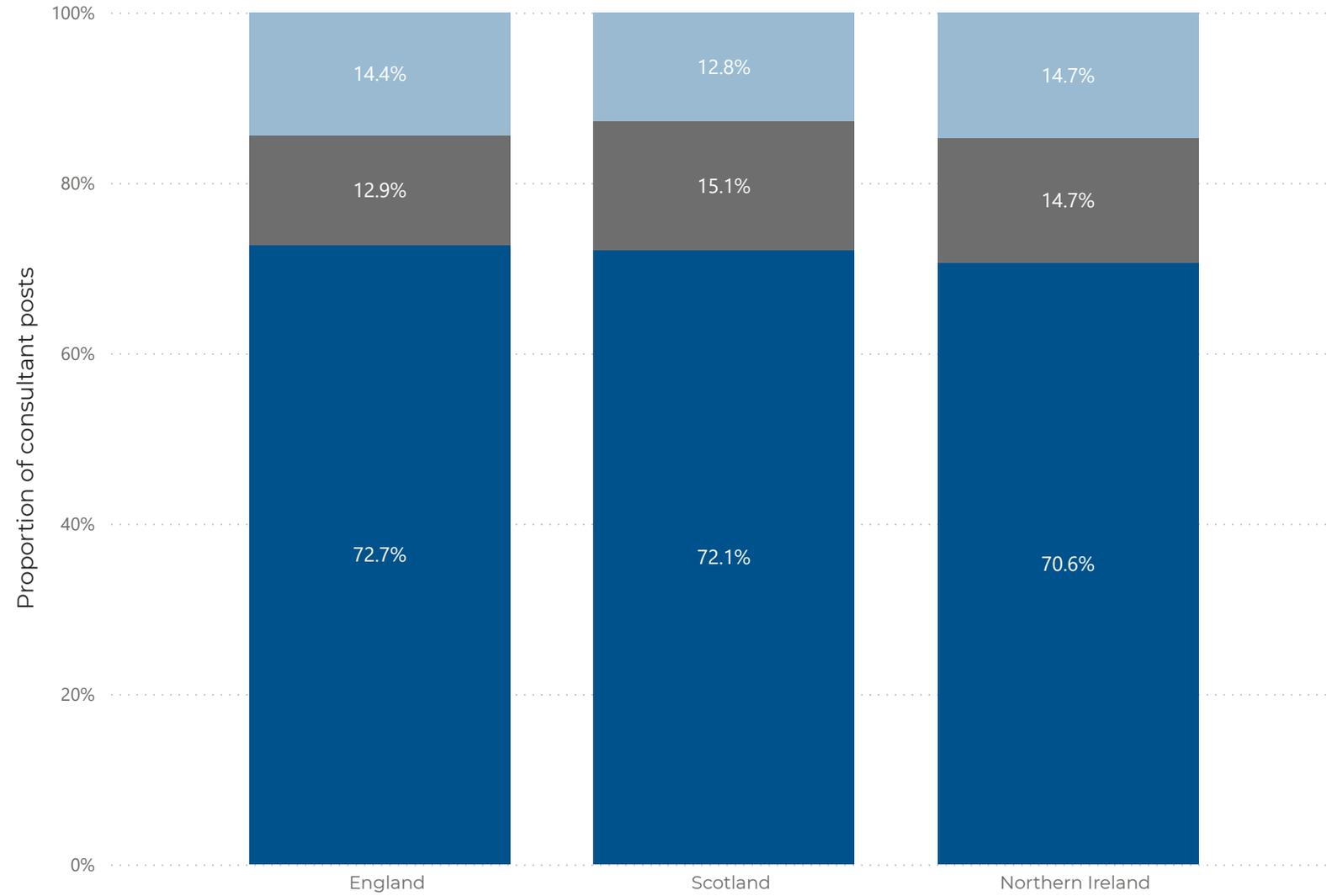
## Full-time and part-time vacant consultant posts by nation

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



## Substantive, locum and vacant consultant posts by nation

● 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%
Northern Ireland				3		3				0.0%
Scotland	8	3	11	3		3				0.0%
<b>Total</b>	<b>25</b>	<b>12</b>	<b>37</b>	<b>20</b>	<b>9</b>	<b>29</b>				<b>0.0%</b>

3

Total number of academic consultants in post

0.0%

% of vacant academic consultant posts

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
Northern Ireland							4.5	
Scotland	5.0	5.0	4.0		6.5	5.5	6.5	
<b>Total</b>	<b>5.6</b>	<b>5.7</b>	<b>4.8</b>	<b>4.3</b>	<b>5.3</b>	<b>4.8</b>	<b>4.4</b>	<b>3.0</b>

# 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%
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%
<b>Total</b>	<b>27</b>	<b>14</b>	<b>41</b>	<b>20</b>	<b>27</b>	<b>47</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>11.0%</b>

Country	PAAs male full-time addictions sub cons	PAAs female full-time addictions sub cons	PAAs male part-time addictions sub cons	PAAs female part-time addictions sub cons
England	10.2	10.0	5.6	5.7
Northern Ireland	10.0	10.2		
Scotland	10.7	10.0	6.0	6.7
<b>Total</b>	<b>10.4</b>	<b>10.1</b>	<b>5.7</b>	<b>5.9</b>

9

Total number of addictions consultants in post

25.0%

% of vacant addictions consultant posts

58.3%

% 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%
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%
<b>Total</b>	<b>151</b>	<b>170</b>	<b>321</b>	<b>72</b>	<b>205</b>	<b>277</b>	<b>37</b>	<b>19</b>	<b>56</b>	<b>28</b>	<b>28</b>	<b>56</b>	<b>86</b>	<b>47</b>	<b>133</b>	<b>15.8%</b>

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
Northern Ireland	11.0	10.0		7.0
Scotland	10.3	10.6	8.0	5.5
<b>Total</b>	<b>10.1</b>	<b>10.2</b>	<b>6.4</b>	<b>6.3</b>

28

Total number of CAP consultants in post

9.7%

% of vacant CAP consultant posts

22.6%

% 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%
Northern Ireland	1	1	2											1	1	33.3%
Scotland	2		2	2	3	5				1		1	1		1	11.1%
<b>Total</b>	<b>21</b>	<b>26</b>	<b>47</b>	<b>9</b>	<b>27</b>	<b>36</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>17</b>	<b>18</b>	<b>8</b>	<b>26</b>	<b>20.0%</b>

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
Northern Ireland	10.0	10.0		
Scotland	10.0		4.0	4.8
<b>Total</b>	<b>10.0</b>	<b>9.9</b>	<b>5.3</b>	<b>6.4</b>

2

Total number of ED consultants in post

33.3%

% of vacant ED consultant posts

33.3%

% 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%
Northern Ireland	2	1	3	2	2	4							1	2	2	20.0%
Scotland	22	13	35	9	3	12	2		2	1		1	1	1	2	3.8%
<b>Total</b>	<b>180</b>	<b>97</b>	<b>277</b>	<b>53</b>	<b>58</b>	<b>111</b>	<b>10</b>	<b>3</b>	<b>13</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>34</b>	<b>15</b>	<b>49</b>	<b>10.6%</b>

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
Northern Ireland	11.0	10.0	5.0	5.0
Scotland	10.2	10.5	6.8	8.0
<b>Total</b>	<b>10.2</b>	<b>10.2</b>	<b>6.1</b>	<b>6.7</b>

8

Total number of forensic consultants in post

20.0%

% of vacant forensic consultant ...

30.0%

% 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%
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%
<b>Total</b>	<b>732</b>	<b>375</b>	<b>1,107</b>	<b>198</b>	<b>285</b>	<b>483</b>	<b>239</b>	<b>76</b>	<b>315</b>	<b>48</b>	<b>62</b>	<b>110</b>	<b>317</b>	<b>86</b>	<b>404</b>	<b>16.7%</b>

Country	PAAs male full-time GA sub cons	PAAs female full-time GA sub cons	PAAs male part-time GA sub cons	PAAs female part-time GA sub cons
England	10.1	10.1	6.1	6.4
Northern Ireland	10.5	10.3		6.8
Scotland	10.3	10.0	5.8	6.0
<b>Total</b>	<b>10.1</b>	<b>10.1</b>	<b>6.1</b>	<b>6.3</b>

76

Total number of GA consultants in post

12.6%

% of vacant GA consultant posts

28.7%

% 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%
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%
<b>Total</b>	<b>92</b>	<b>80</b>	<b>172</b>	<b>34</b>	<b>58</b>	<b>92</b>	<b>17</b>	<b>14</b>	<b>31</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>27</b>	<b>7</b>	<b>34</b>	<b>10.2%</b>

Country	PAs male full-time ID sub cons	PAs female full-time ID sub cons	PAs male part-time ID sub cons	PAs female part-time ID sub cons
England	10.1	10.1	6.2	6.6
Northern Ireland	10.3	9.8		6.3
Scotland	10.7	10.0	7.0	7.8
<b>Total</b>	<b>10.2</b>	<b>10.0</b>	<b>6.2</b>	<b>6.7</b>

19

Total number of ID consultants in post

17.4%

% of vacant ID consultant posts

39.1%

% 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%
Northern Ireland	2	3	5		4	4	1		1		1	1	2		2	15.4%
Scotland	4	5	9	8	11	19							2		2	6.6%
<b>Total</b>	<b>84</b>	<b>70</b>	<b>154</b>	<b>29</b>	<b>69</b>	<b>98</b>	<b>11</b>	<b>12</b>	<b>23</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>22</b>	<b>11</b>	<b>33</b>	<b>10.6%</b>

Country	PAs male full-time liaison sub cons	PAs female full-time liaison sub cons	PAs male part-time liaison sub cons	PAs female part-time liaison sub cons
England	10.2	10.0	6.5	6.8
Northern Ireland	10.5	11.0		6.7
Scotland	10.0	10.3	5.3	6.2
<b>Total</b>	<b>10.2</b>	<b>10.1</b>	<b>6.3</b>	<b>6.7</b>

**11**  
Total number of liaison consultants in post

**15.4%**  
% of vacant liaison consultant posts

**30.8%**  
% 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%
Northern Ireland	2		2		2	2							1	1	2	33.3%
Scotland	5	1	6	6	11	17	1		1	1		1				
<b>Total</b>	<b>22</b>	<b>15</b>	<b>37</b>	<b>18</b>	<b>33</b>	<b>51</b>	<b>1</b>		<b>1</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>5.4%</b>

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
Northern Ireland	9.0			5.0
Scotland	11.3	10.0	5.4	6.0
<b>Total</b>	<b>10.1</b>	<b>10.0</b>	<b>6.0</b>	<b>6.0</b>

**4**  
Total number of med psych consultants in post

**33.3%**  
% of vacant med psych consultant posts

**33.3%**  
% 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%
Northern Ireland														1	1	100.0%
Scotland	2		2	2	1	3										
<b>Total</b>	<b>18</b>	<b>3</b>	<b>21</b>	<b>12</b>	<b>8</b>	<b>20</b>	<b>3</b>		<b>3</b>	<b>2</b>		<b>2</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>8.0%</b>

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
Scotland	10.0		4.0	5.0
<b>Total</b>	<b>10.1</b>	<b>10.0</b>	<b>5.0</b>	<b>5.7</b>

**0**  
Total number of neuropsychiatry consultants in post

**100.0%**  
% of vacant neuropsychiatry consultant posts

**100.0%**  
% 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%
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%
<b>Total</b>	<b>274</b>	<b>188</b>	<b>462</b>	<b>71</b>	<b>144</b>	<b>215</b>	<b>55</b>	<b>14</b>	<b>69</b>	<b>16</b>	<b>13</b>	<b>29</b>	<b>94</b>	<b>33</b>	<b>127</b>	<b>14.1%</b>

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
Northern Ireland	10.5	10.0	5.5	8.0
Scotland	10.5	10.5	7.7	6.5
<b>Total</b>	<b>10.2</b>	<b>10.1</b>	<b>6.3</b>	<b>6.7</b>

34

Total number of old age consultants in post

10.5%

% of vacant old age consultant posts

23.7%

% 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%
Northern Ireland	1	1	2		4	4								1		1	14.3%
Scotland	2		2	1	4	5						2	2		2	2	18.2%
<b>Total</b>	<b>26</b>	<b>53</b>	<b>79</b>	<b>6</b>	<b>54</b>	<b>60</b>		<b>1</b>	<b>1</b>		<b>3</b>	<b>8</b>	<b>11</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>9.6%</b>

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
Northern Ireland		10.0		6.0
Scotland	10.0		5.0	6.5
<b>Total</b>	<b>10.0</b>	<b>10.1</b>	<b>5.6</b>	<b>7.0</b>

6

Total number of perinatal consultants in post

14.3%

% of vacant perinatal consultant posts

14.3%

% 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%
Northern Ireland		1	1	1	1	2							1		1	25.0%
Scotland	4	5	9	2	3	5										
<b>Total</b>	<b>50</b>	<b>33</b>	<b>83</b>	<b>20</b>	<b>30</b>	<b>50</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>3</b>	<b>10</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>12.1%</b>

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
Northern Ireland		10.0	6.0	8.0
Scotland	10.5	9.5	7.0	4.0
<b>Total</b>	<b>10.3</b>	<b>9.9</b>	<b>5.9</b>	<b>5.8</b>

3

Total number of rehab consultants in post

25.0%

% of vacant rehab consultant posts

25.0%

% of non-substantive rehab consultant posts

## Specialty and specialist (SAS) doctors

### *Substantive posts*

At the end of March 2025, there were 79 specialty and specialist (SAS) psychiatrist posts across the health and social care trusts in Northern Ireland, 66% (52) of which were filled by substantive SAS psychiatrists.

Almost two thirds (65%) of substantive SAS doctors in Northern Ireland are female psychiatrists, while 35% 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 32% and 68% in 2019, 26% and 74% in 2021, and 31% and 69% in 2023.

### *Non-substantive posts*

**Over a third (34%) of SAS psychiatrist posts across Northern Ireland were vacant or filled by non-substantive psychiatrists in 2025**, more than double the proportion of vacant SAS doctor posts (14%) and five percentage points greater than the proportion of non-substantive posts (29%) in 2023, but 21 percentage points lower than the percentage of non-substantive posts (55%) in 2021.

### *Psychiatric specialties*

The specialty with the greatest proportion of non-substantive SAS doctor posts was liaison psychiatry with 100%, followed by general adult psychiatry with 50%; **both of the liaison psychiatry SAS doctor posts and half of the general adult SAS doctor posts were vacant or filled by non-substantive psychiatrists. A third (33%) of intellectual disability psychiatry SAS doctor posts were also filled by non-substantive psychiatrists.**

In contrast, the following specialties had no non-substantive SAS doctor posts in 2025: addictions psychiatry; eating disorders psychiatry; forensic psychiatry; and rehabilitation psychiatry. Child & adolescent psychiatry also had a lower proportion of 18% (almost six times and three times lower than the proportions for liaison and general adult psychiatry, respectively).

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

# Specialty and specialist (SAS) doctors

52

Total number of substantive SAS doctor posts

27

Total number of non-substantive SAS doctor posts

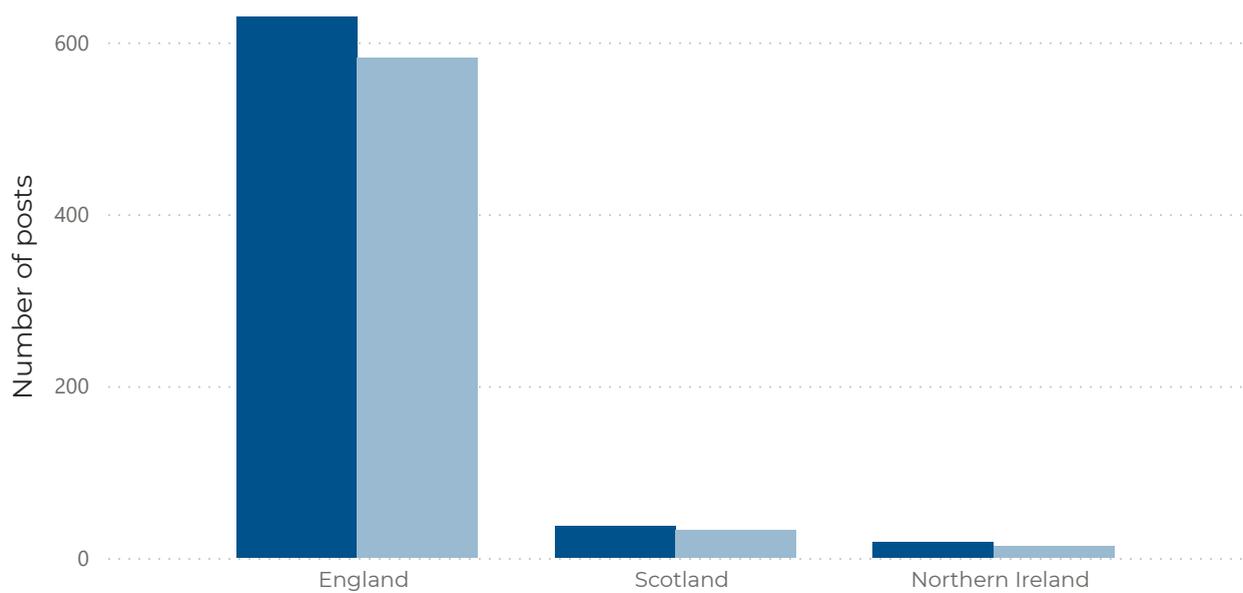
34.2%

% 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%
Northern Ireland	18	14	32		20	20	10	17	27	34.2%
Scotland	37	32	69	12	66	78	10	8	18	10.9%
<b>Total</b>	<b>685</b>	<b>627</b>	<b>1,312</b>	<b>96</b>	<b>335</b>	<b>431</b>	<b>257</b>	<b>107</b>	<b>364</b>	<b>17.3%</b>

## Full-time substantive SAS doctor posts by gender and nation

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



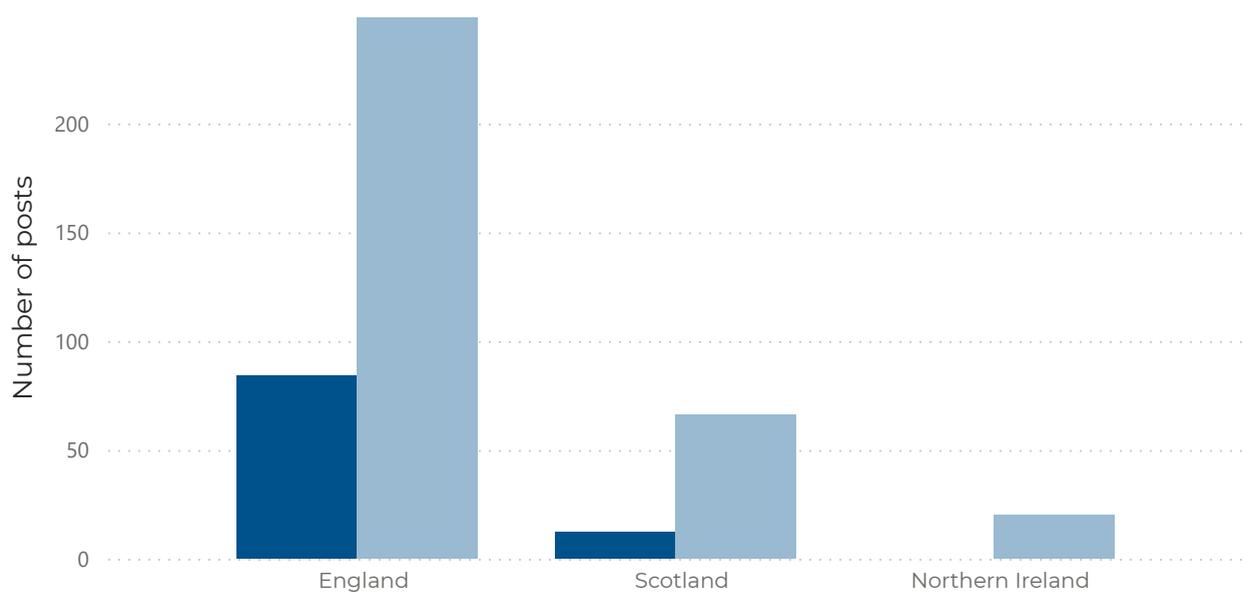
## Average number of paid PAs, full-time substantive SAS doctor posts, by gender and nation

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



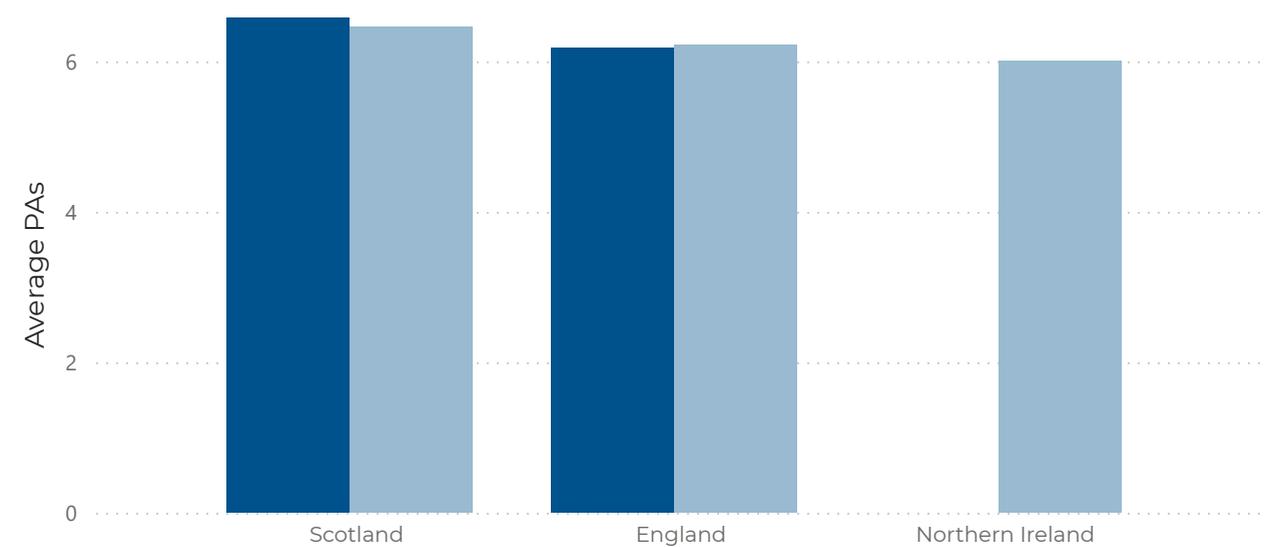
## Part-time substantive SAS doctor posts by gender and nation

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



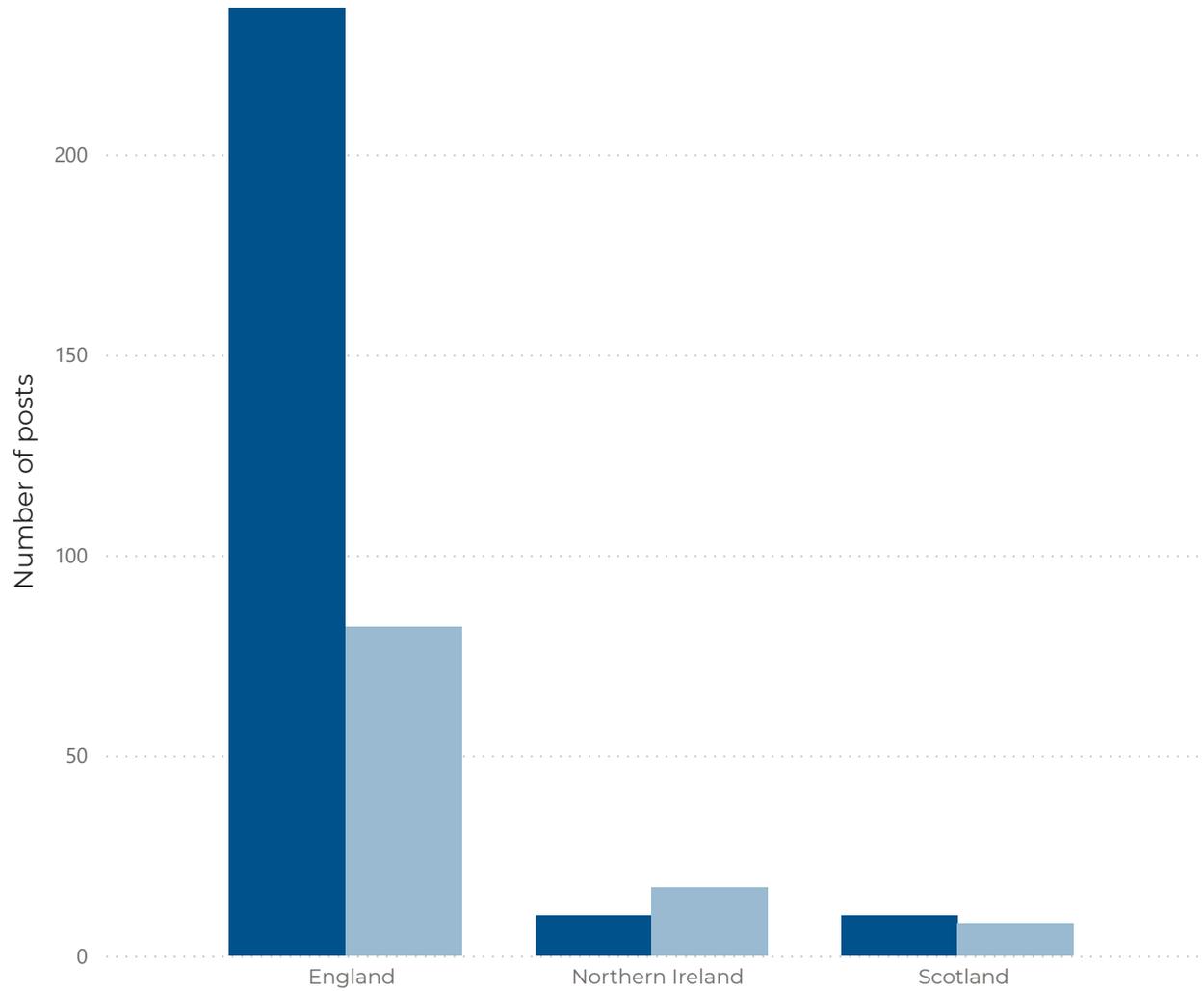
## Average number of paid PAs, part-time substantive SAS doctor posts, by gender and nation

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



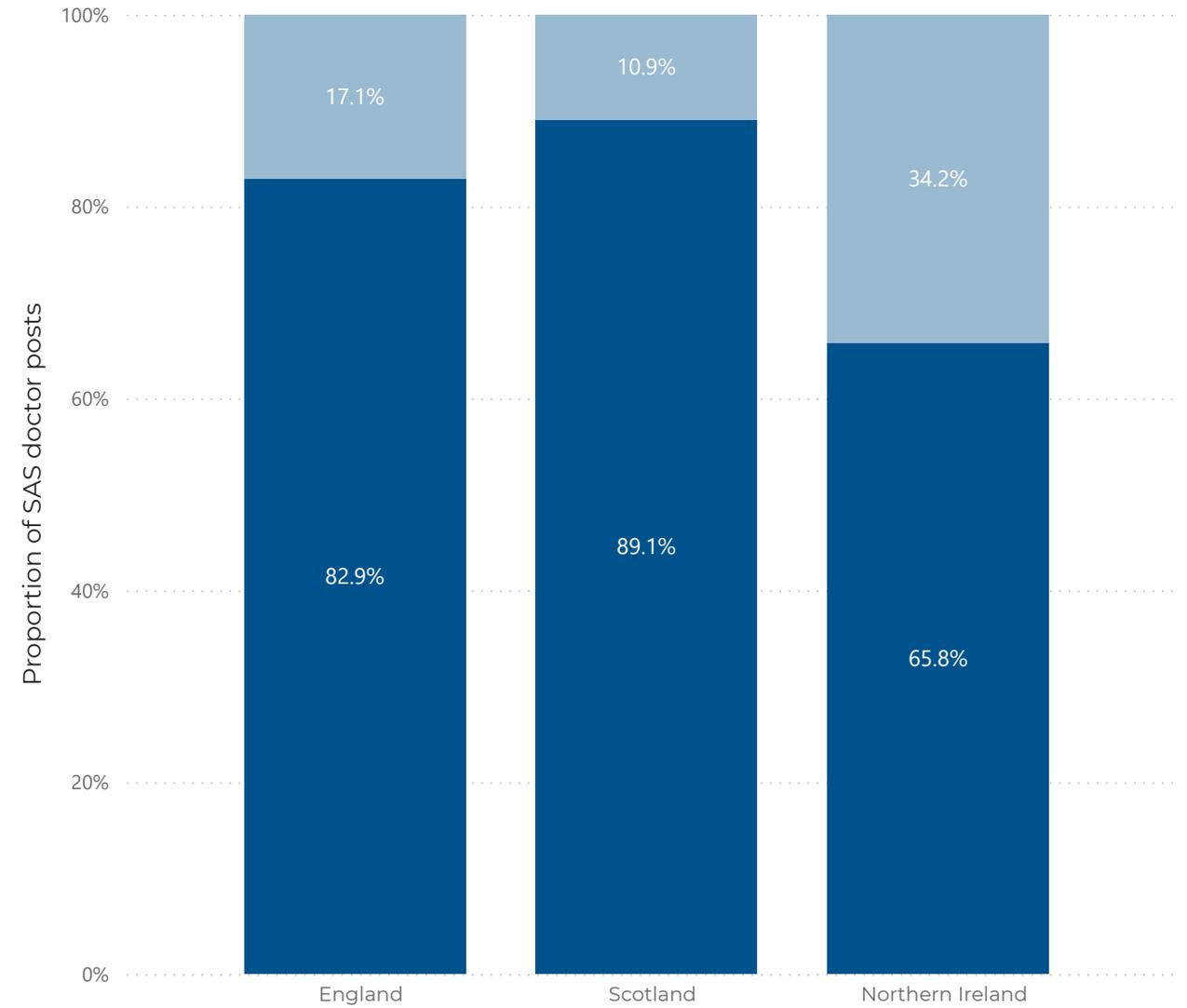
## Full-time and part-time non-substantive SAS doctor posts by nation

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



## Substantive and non-substantive SAS doctor posts by nation

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



# Academic psychiatry specialty and specialist (SAS) doctors

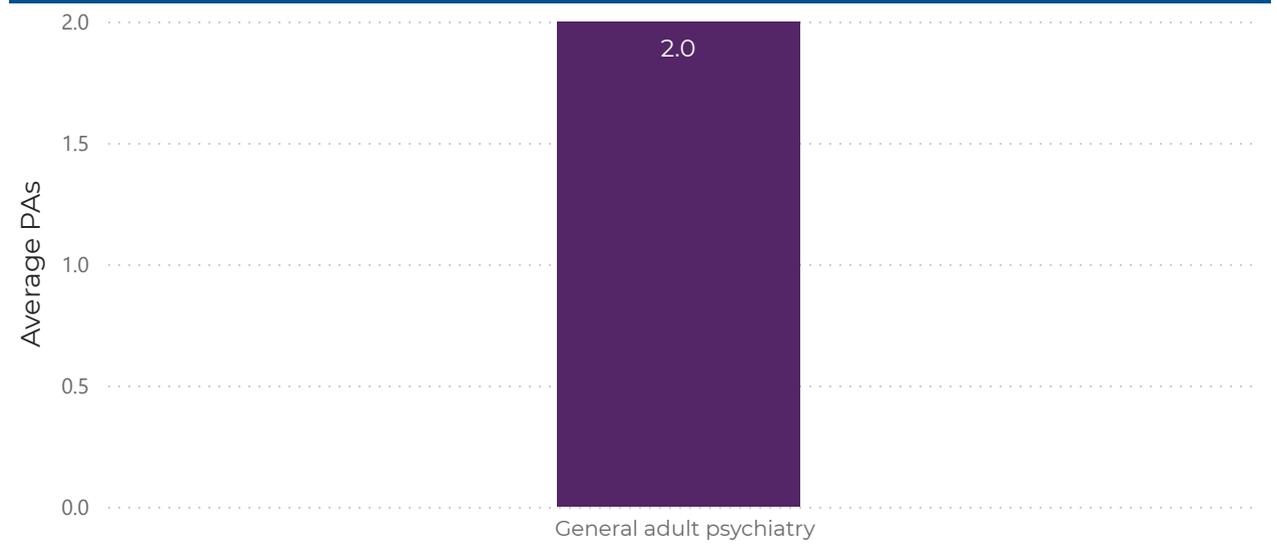
Country	Male full-time academic substantive SAS doctors	Female full-time academic substantive SAS doctors	Total full-time academic substantive SAS doctors	Male part-time academic substantive SAS doctors	Female part-time academic substantive SAS doctors	Total part-time academic substantive SAS doctors	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							
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>							

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		
<b>Total</b>	<b>8.0</b>	<b>8.0</b>			<b>2.0</b>	<b>2.0</b>		

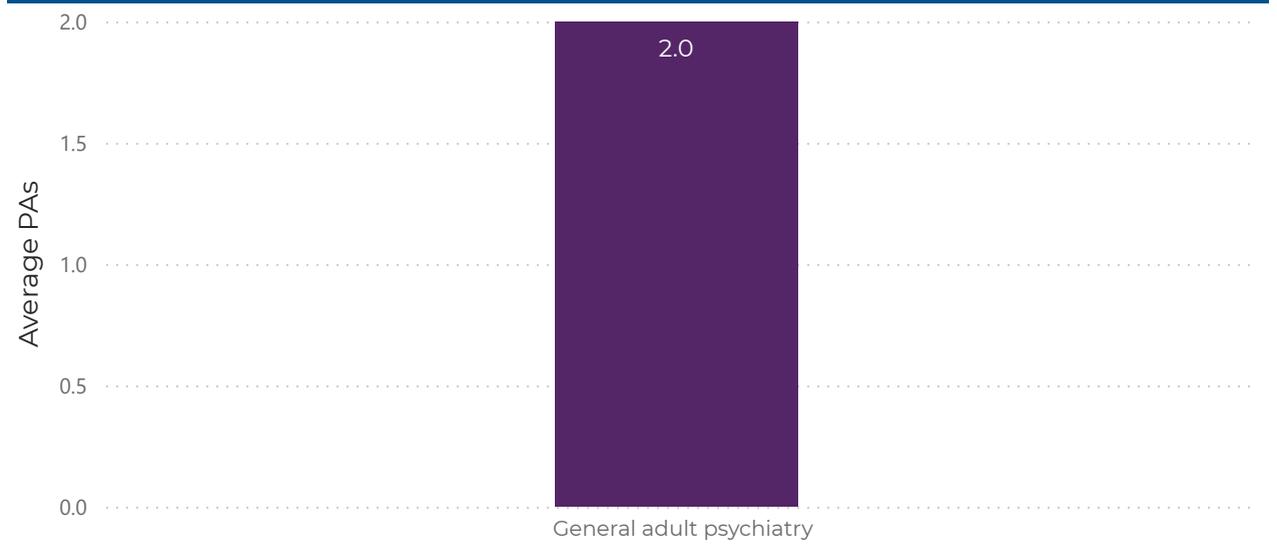
**0**  
Total number of academic SAS doctors in post

**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 addictions substantive SAS doctors	Female full-time addictions substantive SAS doctors	Total full-time addictions substantive SAS doctors	Male part-time addictions substantive SAS doctors	Female part-time addictions substantive SAS doctors	Total part-time addictions substantive SAS doctors	Full-time addictions non-substantive SAS doctor posts	Part-time addictions non-substantive SAS doctor posts	Total addictions non-substantive SAS doctor posts	% of addictions non-substantive SAS doctor posts
England	4	8	12	1	2	3	3	2	5	25.0%
Northern Ireland	3		3							
Scotland	8		8	1	3	4	1	1	2	14.3%
<b>Total</b>	<b>15</b>	<b>8</b>	<b>23</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>18.9%</b>

Country	PAs male full-time addictions substantive SAS doctors	PAs female full-time addictions substantive SAS doctors	PAs male part-time addictions substantive SAS doctors	PAs female part-time addictions substantive SAS doctors
England	10.0	10.0	6.0	8.0
Northern Ireland	10.7			
Scotland	10.8		7.0	6.3
<b>Total</b>	<b>10.5</b>	<b>10.0</b>	<b>6.5</b>	<b>7.0</b>

**3**  
Total number of addictions SAS doctors in post

**0.0%**  
% of non-substantive addictions 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%
Northern Ireland	4	4	8		1	1	1	1	2	18.2%
Scotland	4	6	10	2	14	16		3	3	10.3%
<b>Total</b>	<b>62</b>	<b>80</b>	<b>142</b>	<b>9</b>	<b>61</b>	<b>70</b>	<b>29</b>	<b>18</b>	<b>47</b>	<b>18.1%</b>

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
Northern Ireland	10.0	10.0		4.0
Scotland	10.7	10.3	6.5	6.0
<b>Total</b>	<b>10.1</b>	<b>9.9</b>	<b>7.4</b>	<b>6.4</b>

9

Total number of CAP SAS doctors in post

18.2%

% 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%
Northern Ireland						1	1			
Scotland		1	1			5	5			
<b>Total</b>	<b>6</b>	<b>17</b>	<b>23</b>	<b>1</b>	<b>19</b>	<b>20</b>	<b>9</b>	<b>4</b>	<b>13</b>	<b>23.2%</b>

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
Northern Ireland				6.0
Scotland		10.0		5.8
<b>Total</b>	<b>10.0</b>	<b>9.7</b>	<b>6.5</b>	<b>5.3</b>

**1**  
Total number of ED SAS doctors in post

**0.0%**  
% 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%
Northern Ireland						1	1			
Scotland	2	1	3	1		1				
<b>Total</b>	<b>59</b>	<b>39</b>	<b>98</b>	<b>7</b>	<b>13</b>	<b>20</b>	<b>13</b>	<b>2</b>	<b>15</b>	<b>11.3%</b>

Country	PA's male full-time forensic substantive SAS doctors	PA's female full-time forensic substantive SAS doctors	PA's male part-time forensic substantive SAS doctors	PA's female part-time forensic substantive SAS doctors
England	10.0	10.0	5.5	7.1
Northern Ireland				5.0
Scotland	10.0	10.0	5.0	
<b>Total</b>	<b>10.0</b>	<b>10.0</b>	<b>5.4</b>	<b>6.8</b>

**1**  
Total number of forensic SAS doctors in post

**0.0%**  
% 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%
Northern Ireland	3	7	10		8	8	3	15	18	50.0%
Scotland	15	12	27	4	21	25	6	4	10	16.1%
<b>Total</b>	<b>330</b>	<b>281</b>	<b>611</b>	<b>35</b>	<b>102</b>	<b>137</b>	<b>120</b>	<b>44</b>	<b>164</b>	<b>18.0%</b>

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
Northern Ireland	10.0	10.0		6.5
Scotland	10.1	10.0	6.5	7.3
<b>Total</b>	<b>10.0</b>	<b>10.0</b>	<b>6.3</b>	<b>6.4</b>

**18**

Total number of GA SAS doctors in post

**50.0%**

% 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%
Northern Ireland	1		1			1		1	1	33.3%
Scotland	1	2	3		5	5	1		1	11.1%
<b>Total</b>	<b>30</b>	<b>39</b>	<b>69</b>	<b>7</b>	<b>22</b>	<b>29</b>	<b>8</b>	<b>4</b>	<b>12</b>	<b>10.9%</b>

Country	PAAs male full-time ID substantive SAS doctors	PAAs female full-time ID substantive SAS doctors	PAAs male part-time ID substantive SAS doctors	PAAs female part-time ID substantive SAS doctors
England	10.1	10.1	5.4	6.2
Northern Ireland	10.0			8.0
Scotland	10.0	8.0		6.2
<b>Total</b>	<b>10.1</b>	<b>10.0</b>	<b>5.4</b>	<b>6.3</b>

**2**  
Total number of ID SAS doctors in post

**33.3%**  
% 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%
Northern Ireland							2		2	100.0%
<b>Total</b>	<b>22</b>	<b>11</b>	<b>33</b>	<b>3</b>	<b>10</b>	<b>13</b>	<b>17</b>	<b>5</b>	<b>22</b>	<b>32.4%</b>

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
<b>Total</b>	<b>10.0</b>	<b>10.0</b>	<b>5.3</b>	<b>6.6</b>

**0**  
Total number of liaison SAS doctors in post

**100.0%**  
% 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				
<b>Total</b>				<b>1</b>		<b>1</b>				

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
<b>Total</b>				<b>6.0</b>

**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%
<b>Total</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>12.5%</b>

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	6.0
<b>Total</b>		<b>10.0</b>	<b>5.5</b>	<b>6.0</b>

0

Total number of neuropsychiatry SAS doctors in post

0.0%

% 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%
Northern Ireland	6	2	8		8	8	4		4	20.0%
Scotland	7	9	16	3	17	20	2		2	5.3%
<b>Total</b>	<b>110</b>	<b>107</b>	<b>217</b>	<b>23</b>	<b>71</b>	<b>94</b>	<b>39</b>	<b>9</b>	<b>48</b>	<b>13.3%</b>

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
Northern Ireland	10.5	10.0		5.7
Scotland	10.0	9.7	7.3	6.8
<b>Total</b>	<b>10.1</b>	<b>9.9</b>	<b>6.6</b>	<b>6.1</b>

**16**

Total number of old age SAS doctors in post

**20.0%**

% 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%
<b>Total</b>	<b>8</b>	<b>16</b>	<b>24</b>	<b>1</b>	<b>19</b>	<b>20</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>12.0%</b>

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
<b>Total</b>	<b>9.9</b>	<b>9.7</b>	<b>5.5</b>	<b>6.0</b>

**0**  
Total number of perinatal SAS doctors in post

**0.0%**  
% 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%
Northern Ireland	1	1	2							
Scotland		1	1		1	1				
<b>Total</b>	<b>38</b>	<b>22</b>	<b>60</b>	<b>4</b>	<b>10</b>	<b>14</b>	<b>15</b>	<b>13</b>	<b>28</b>	<b>27.5%</b>

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
Northern Ireland	10.0	10.0		
Scotland		9.0		5.0
<b>Total</b>	<b>9.9</b>	<b>9.9</b>	<b>6.0</b>	<b>5.9</b>

**2**  
Total number of rehabilitation SAS doctors in post

**0.0%**  
% of non-substantive rehabilitation SAS doctor posts

## **Locally employed doctors**

The number of locally employed doctors (LEDs) in post across Northern Ireland was first collated in the 2023 census. There was one female, part-time substantive LED in post in 2025, three fewer than the four substantive LED posts in 2023.

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

1

Total number of substantive LED/CF posts

0

Total number of non-substantive LED/CF posts

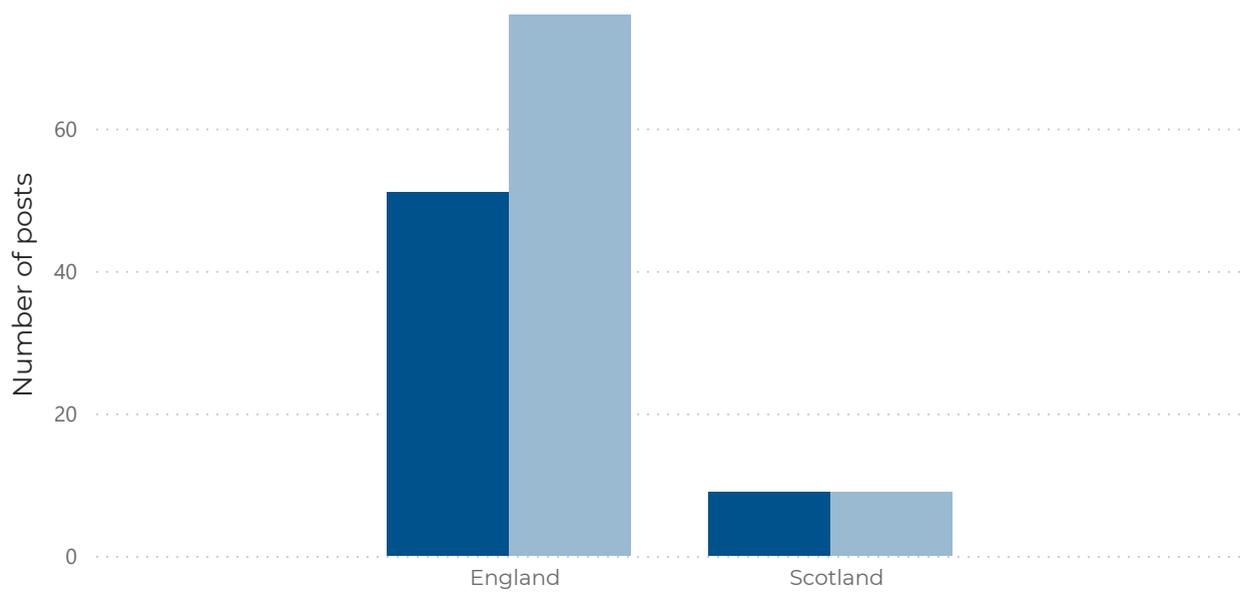
0.0%

% of non-substantive LED/CF posts

Country	Male full-time substantive LEDs/CFs	Female full-time substantive LEDs/CFs	Total full-time substantive LEDs/CFs	Male part-time substantive LEDs/CFs	Female part-time substantive LEDs/CFs	Total part-time substantive LEDs/CFs	Full-time non-substantive LED/CF posts	Part-time non-substantive LED/CF posts	Total non-substantive LED/CF posts	% of non-substantive LED/CF posts
England	51	76	127	6	21	27	13	4	17	9.9%
Northern Ireland						1		1		
Scotland	9	9	18	1	8	9				
<b>Total</b>	<b>60</b>	<b>85</b>	<b>145</b>	<b>7</b>	<b>30</b>	<b>37</b>	<b>13</b>	<b>4</b>	<b>17</b>	<b>8.5%</b>

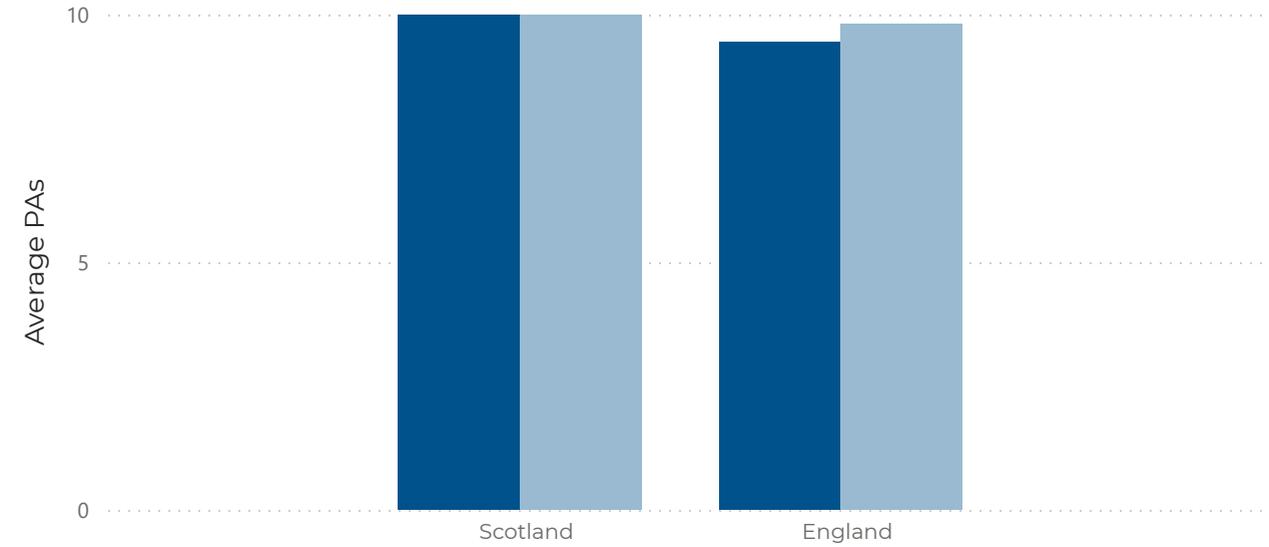
## Full-time substantive LED/CF posts by gender and nation

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



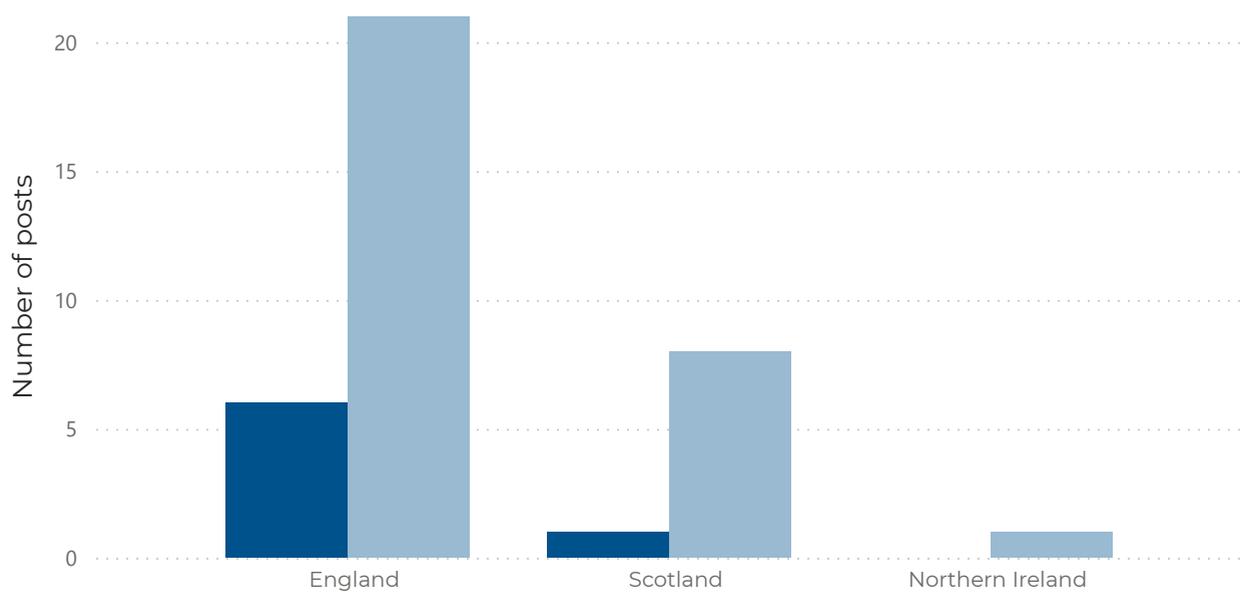
## Average number of paid PAs, full-time substantive LED/CF posts, by gender and nation

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



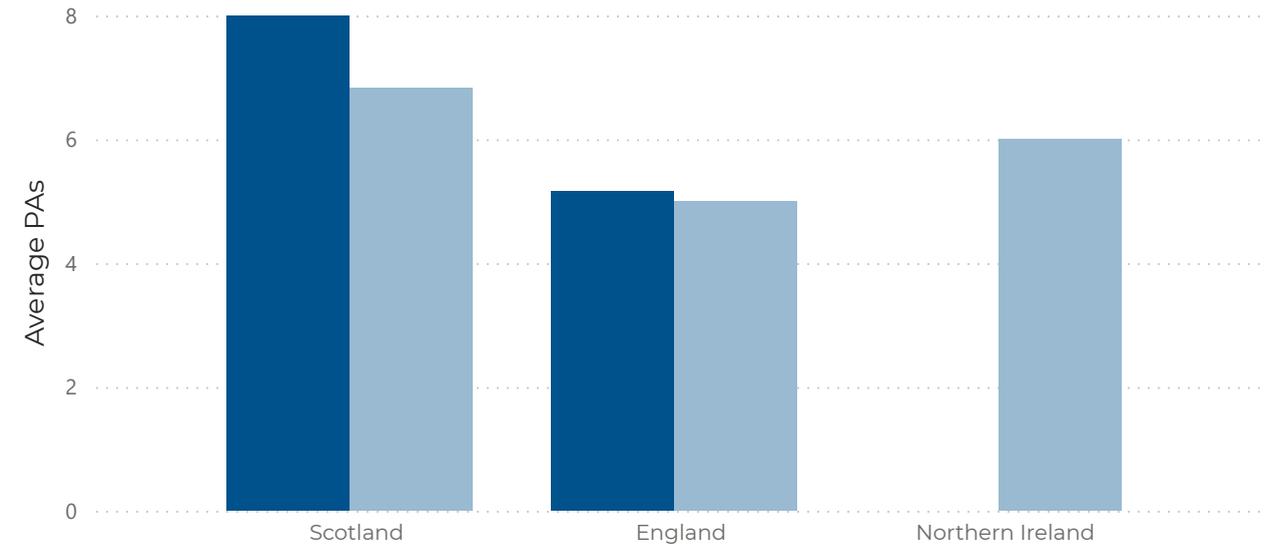
## Part-time substantive LED/CF posts by gender and nation

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

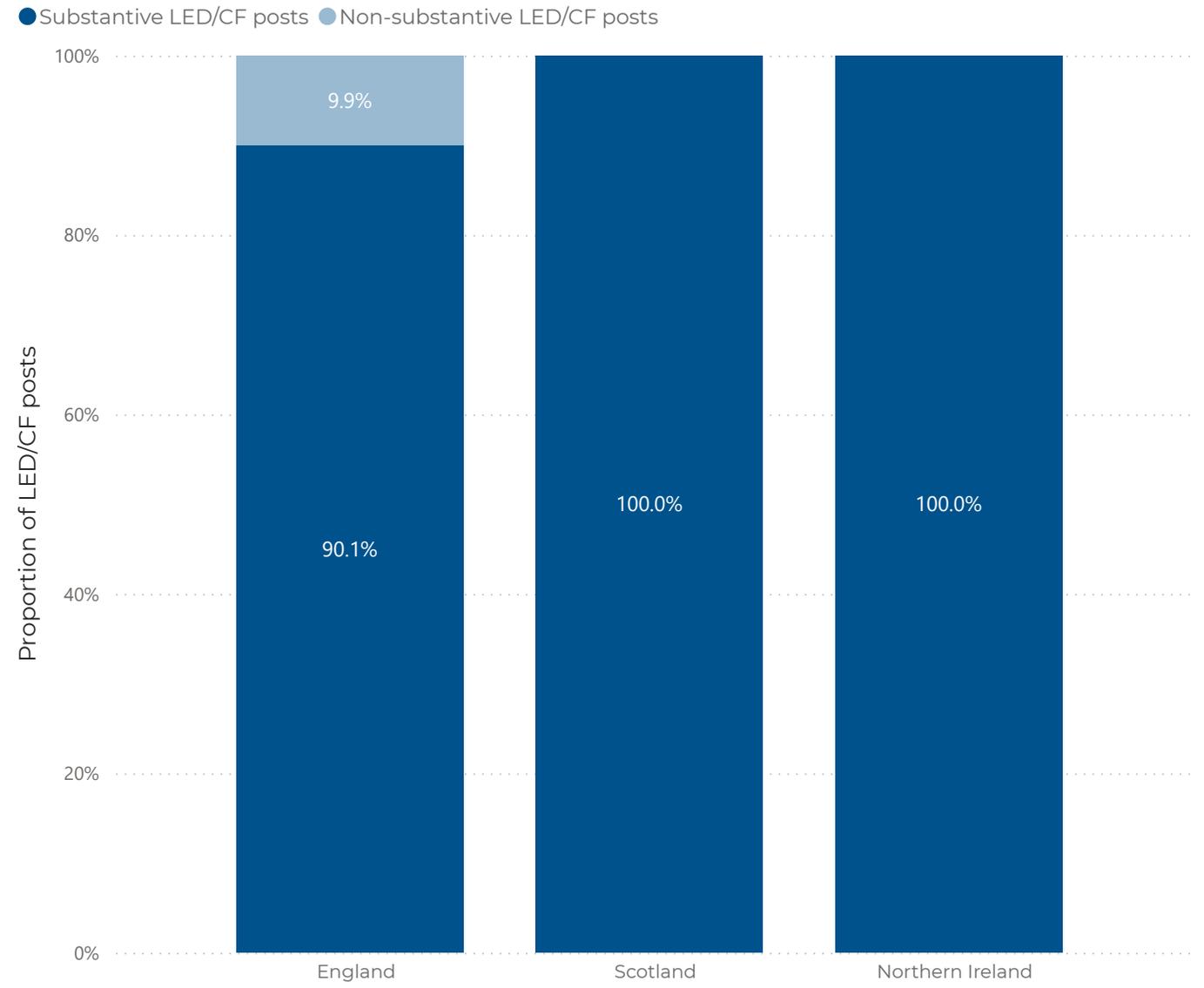


## Average number of paid PAs, part-time substantive LED/CF posts, by gender and nation

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



## Substantive and non-substantive LED/CF posts by nation



## **Consultant, specialty and specialist (SAS) doctor retirements**

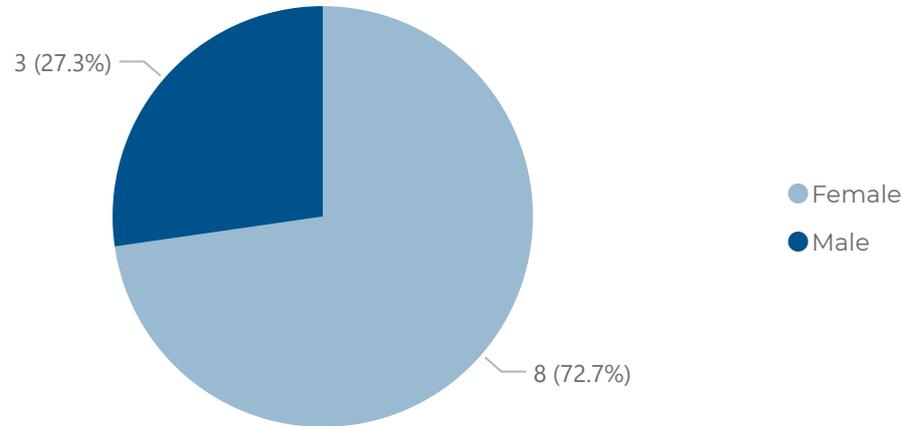
A total of 11 substantive consultants and SAS doctors retired in 2024 and 2025, none of whom were re-employed part-time.

# Consultant, specialty and specialist (SAS) doctor retirements

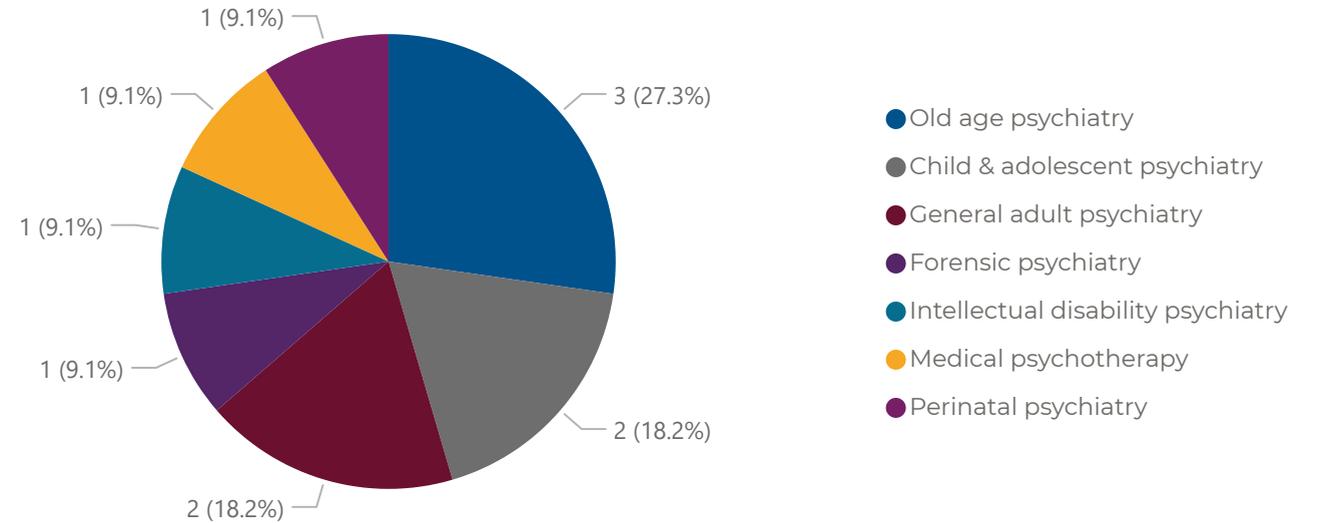
Country	Male consultant and SAS doctor retirements in 2024	Female consultant and SAS doctor retirements in 2024	Total consultant and SAS doctor retirements in 2024	Male consultant and SAS doctor retirements in 2025	Female consultant and SAS doctor retirements in 2025	Total consultant and SAS doctor retirements in 2025	Total consultants and SAS doctors re-employed (2024 to 2025)
⊕ England	105	84	189	59	60	119	29
⊕ Northern Ireland	3	7	10		1	1	
⊕ Scotland	8	7	15	3	8	11	8
<b>Total</b>	<b>116</b>	<b>98</b>	<b>214</b>	<b>62</b>	<b>69</b>	<b>131</b>	<b>37</b>

**11**  
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: Health and Social Care Trusts that responded to the 2019, 2021, 2023 and 2025 RCPsych Workforce Censuses - Northern Ireland

	<b>2019</b>	<b>2021</b>	<b>2023</b>	<b>2025</b>
Belfast Health and Social Care Trust	Yes	Yes	Yes	Yes
Northern Health and Social Care Trust	Yes	Yes	No	Yes
South Eastern Health and Social Care Trust	Yes	Yes	Yes	Yes
Southern Health and Social Care Trust	Yes	Yes	Yes	Yes
Western Health and Social Care Trust	Yes	Yes	Yes	Yes
<b>Response rate</b>	<b>100%</b>	<b>100%</b>	<b>80%</b>	<b>100%</b>

## Appendix E: Consultant, SAS doctor and LED vacancy rates by census year - Northern Ireland

<b>Census year</b>	<b>Response rate</b>	<b>% of vacant consultant posts</b>	<b>% of non-substantive consultant posts</b>	<b>% of vacant SAS doctor posts</b>	<b>% of non-substantive SAS doctor posts</b>	<b>% of vacant LED posts</b>	<b>% of non-substantive LED posts</b>
2019	100%	5%	22%	13%	29%	-	-
2021	100%	7%	29%	13%	55%	-	-
2023	80%	16%	25%	14%	29%	0%	0%
2025	100%	15%	29%	-	34%	-	0%

## Appendix F: Consultant and SAS doctor vacancy rates by specialty - Northern Ireland

Specialty	% of vacant consultant posts	% of non-substantive consultant posts	% of non-substantive SAS doctor posts
Academic psychiatry	0%	-	-
Addictions psychiatry	25%	58%	0%
Child & adolescent psychiatry	10%	23%	18%
Eating disorders psychiatry	33%	33%	0%
Forensic psychiatry	20%	30%	0%
General adult psychiatry	13%	29%	50%
Intellectual disability psychiatry	17%	39%	33%
Liaison psychiatry	15%	31%	100%
Medical psychotherapy	33%	33%	-
Neuropsychiatry	100%	100%	-
Old age psychiatry	11%	24%	20%
Perinatal psychiatry	14%	14%	-
Rehabilitation psychiatry	25%	25%	0%
<b>All specialties</b>	<b>15%</b>	<b>29%</b>	<b>34%</b>