



WORKFORCE FIGURES FOR PSYCHIATRISTS

CENSUS RESULTS FOR 2007

The 2007 census covers England, Wales and Northern Ireland. Scotland carries out its own census, which is available from the Scottish Division of the College.

The return rate from trusts was higher than ever at nearly 95%, with 90 out of 95 trusts responding and I am very grateful for their co-operation. However, 3 of the trusts missing include 2 very large trusts in North West England, and one large Northern Ireland organisation. In the tables which follow, results from previous years from these trusts have been put in to bring the figures up to 100% for comparison with the 2006 census. However, the absence of these returns is a concern and does introduce another source of inaccuracy in the results.

Headlines

1. The growth in consultant posts appears generally to have come to an end
2. There is still a significant use of locums to cover vacancies, but 70% of them are long term (in post for more than a year) and it remains to be seen whether the use of the CESR (Certificate of Eligibility for Specialist Registration) route makes any impact of figures.
3. At the request of the Workforce Review Team, we included questions about retirement plans of consultants but the number of trusts providing this information (53%) was insufficient to provide robust data. Similar questions about MHO status of the workforce were not answered. This is probably because such information and that on retirement plans is not readily available to the individuals, usually in Human Resources Departments completing the census. As trusts become ever larger, this problem is likely to be compounded although it should be in trusts interests to have an accurate profile of their consultant workforce for future planning.
4. There has been a modest increase in the number of foundation year 1 posts compared with 2006 and a more encouraging increase in the number of foundation year two posts, from 205 to 308. This though may have come about because of conversion of SHO posts to foundation year 2 posts as part of the MMC changes.
5. This census covered the first year of MMC. As for consultants, we were missing returns from 5 trusts so the results reported are for the 90 trusts only. The figures are therefore lower than those available from Deaneries and Heads of Schools. Notable features are that overall for ST1-ST3 levels around 20% of the training opportunities are FTSTA and not run through training. At ST1, significantly more women than men were appointed, at ST2 men were more numerous, and at ST3 the sex distinction was more even. This ST1 sex ratio, if repeated in 2008 and 2009, may be significant in terms of the likely future participation rates, the measure of how many doctors are working less than full time.
6. The numbers of Specialty Doctors, both Staff Grades and Associate Specialists, continues to increase by over 10% in a year (and as the numbers reported this year are the figures only for the trusts returning data, this is likely to be an underestimate). With the introduction of the new contract for SAS Doctors, and the final opportunity for re-grading to Associate Specialist before the grade closed having now passed, it will be interesting in the 2009 census to explore

further the skills level in this very significant sector of the medical psychiatric workforce.

I am indebted to Kate Holliday and Charlotte Cox, Workforce Managers from the Professional Standards Department at the College, for their tireless work in chasing up trusts and collating the returns. Thanks are also due to Medical Directors and Human Resources Managers for the time they have given to this task. The data continue to be a very valuable tool for the profession in negotiations on workforce issues with government departments, trusts and the NHS Confederation Mental Health Network. The College looks forward to the continuing co-operation of all parties in the 2009 census which should go out for completion on 30 November 2009.

Sally Pidd
Associate Dean – Workforce
June 2009

Results for the 2007 Census made up to 100%
Consultant Figures for England, Northern Ireland and Wales

	Total number of Consultant posts	Total number of substantive Consultant posts	Total number of locum Consultant posts
	4592	4077	515
England	4241	3753	488
Northern Ireland	109	107	2
Wales	242	217	25

	Total number of Consultant posts	Total number of male Consultant posts	Total number of female Consultant posts
	4592	2925	1667
England	4241	2716	1525
Northern Ireland	109	55	54
Wales	242	154	88

	Total number of substantive Consultant posts	Total number of male substantive Consultant posts	Total number of female substantive Consultant posts
	4077	2578	1499
England	3753	2390	1363
Northern Ireland	107	54	53
Wales	217	134	83

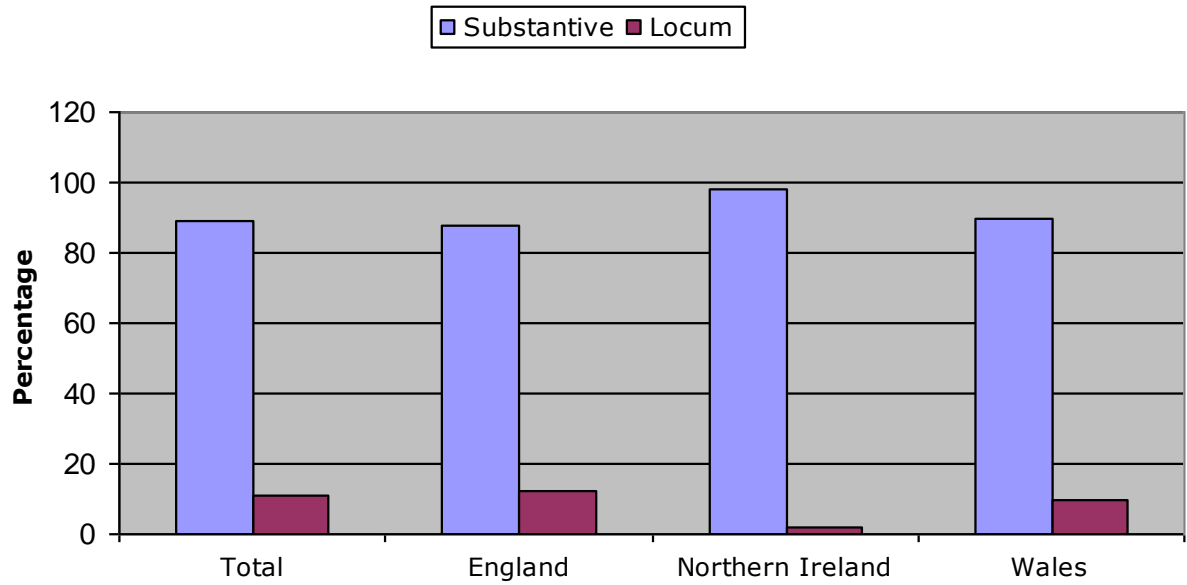
	Total number of Locum Consultant posts	Total number of male Locum Consultant posts	Total number of female Locum Consultant posts
	515	345	170
England	488	324	164
Northern Ireland	2	1	1
Wales	25	20	5

	Total number of Locum Consultant posts	Total number of Long Term Locum Consultant posts	Total number of Short Term Locum Consultant posts
	515	352	163
England	488	337	151
Northern Ireland	2	1	1
Wales	25	14	11

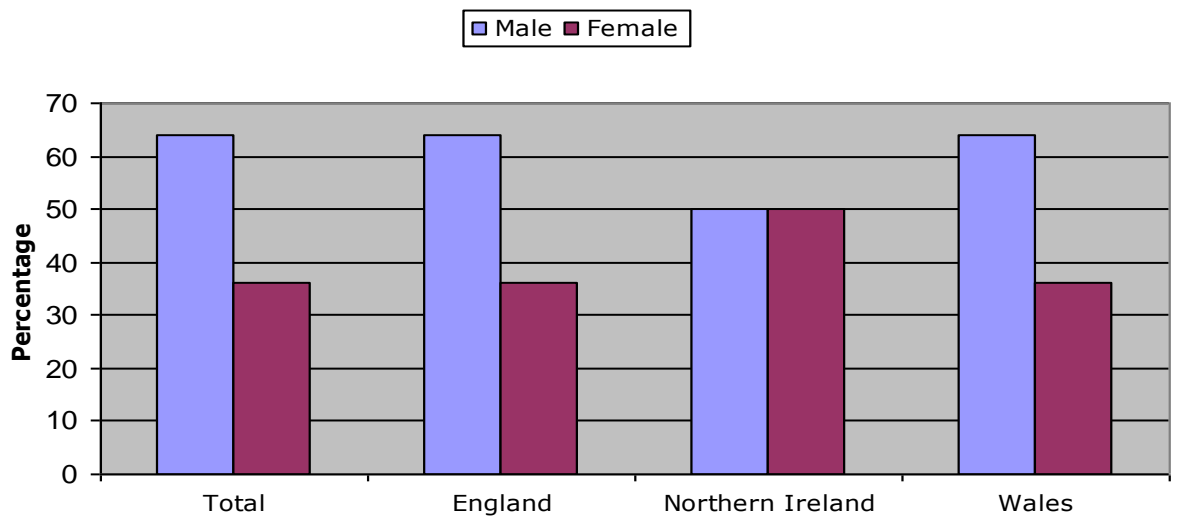
	Total number of Long Term Locum Consultant posts	Total number of Male Long Term Locum Consultant posts	Total number of Female Long Term Locum Consultant posts
	352	246	106
England	337	234	103
Northern Ireland	1	0	1
Wales	14	12	2

	Total number of Short Term Locum Consultant posts	Total number of Male Short Term Locum Consultant posts	Total number of Female Short Term Locum Consultant posts
	163	99	64
England	151	90	61
Northern Ireland	1	1	0
Wales	11	8	3

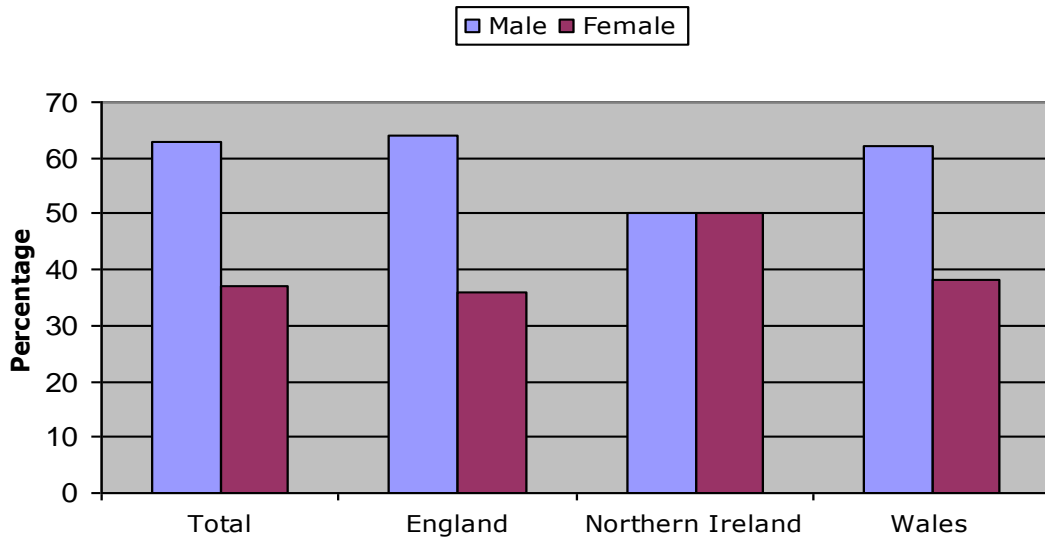
How Consultant posts are filled for England, Northern Ireland and Wales



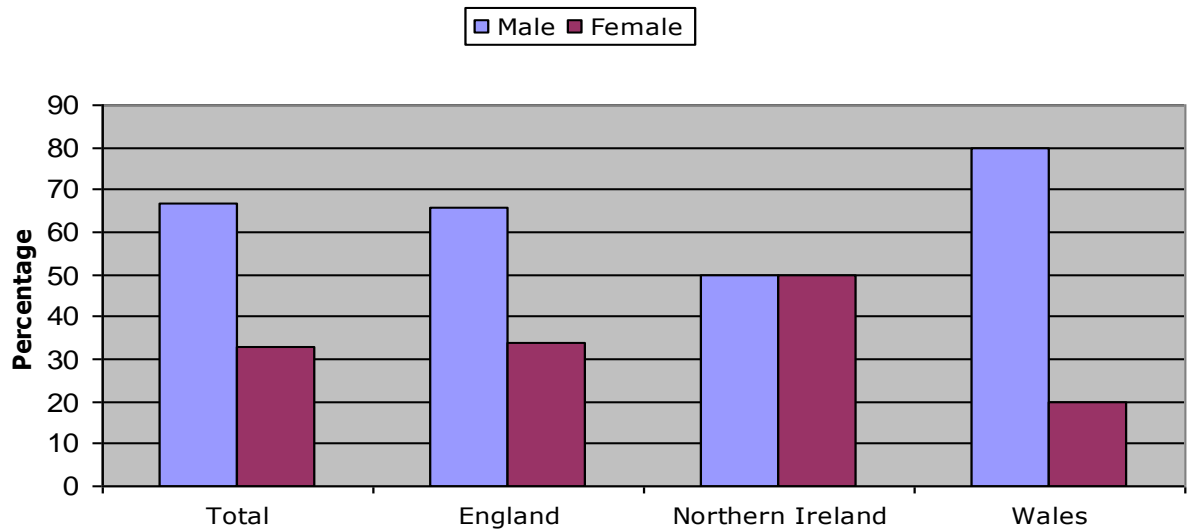
How Consultant posts are filled for England, Northern Ireland and Wales



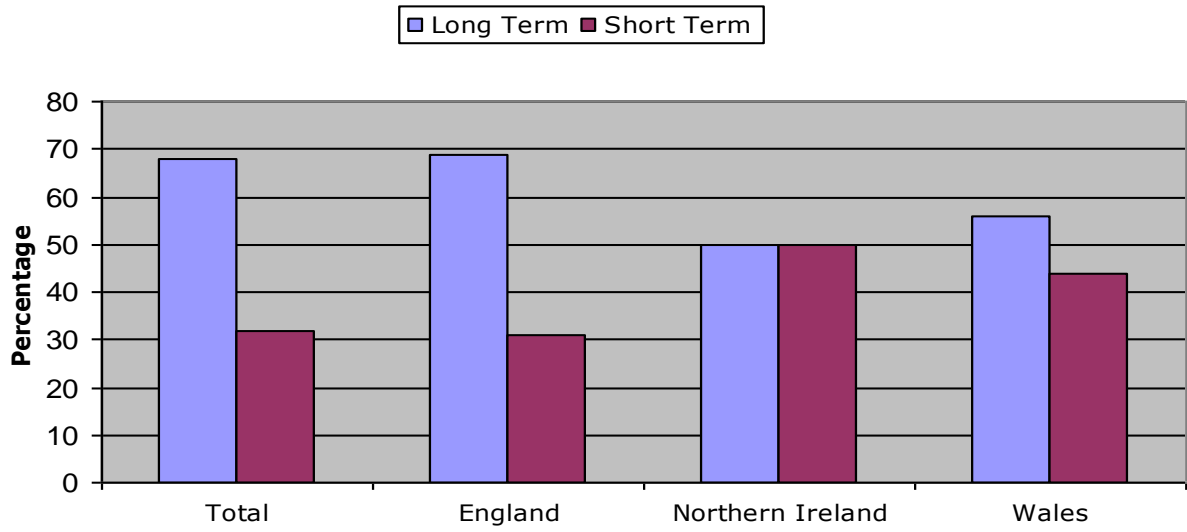
How Substantive Consultant posts are filled for England, Northern Ireland and Wales



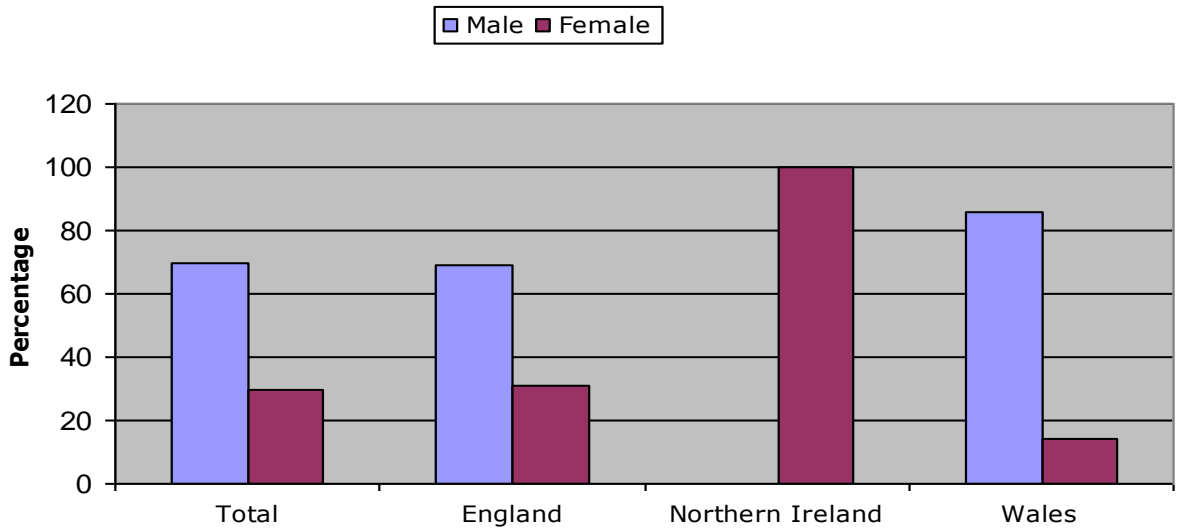
How Locum Consultant posts are filled for England, Northern Ireland and Wales



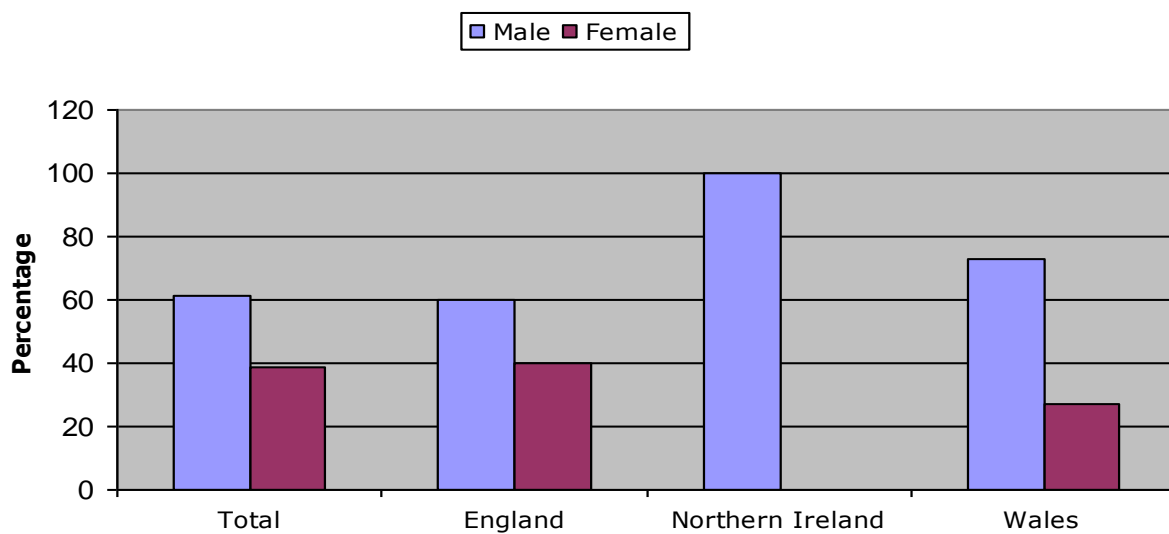
How Locum Consultant posts are filled for England, Northern Ireland and Wales



How Long Term Locum Consultant posts are filled for England, Northern Ireland and Wales



How Short Term Locum Consultant posts are filled for England, Northern Ireland and Wales



Results for the 2007 Census made up to 100%
Consultant Specialty Figures for England, Northern Ireland and Wales

	Total number of Consultant posts	Total number of substantive Consultant posts	Total number of locum Consultant posts
	4592	4077	515
General Adult	1899	1626	273
Old Age	712	640	72
Child and Adolescent	613	556	57
Learning Disability	277	232	45
Forensic	345	319	26
Psychotherapy	138	136	2
Addictions	134	115	19
Rehabilitation	98	91	7
Liaison	58	54	4
Academic	143	140	3
Management	122	121	1
Other	53	47	6

	Total number of Consultant posts	Total number of male Consultant posts	Total number of female Consultant posts
	4592	2925	1667
General Adult	1899	1308	591
Old Age	712	435	277
Child and Adolescent	613	276	337
Learning Disability	277	175	102
Forensic	345	227	118
Psychotherapy	138	78	60
Addictions	134	89	45
Rehabilitation	98	60	38
Liaison	58	36	22
Academic	143	117	26
Management	122	90	32
Other	53	34	19

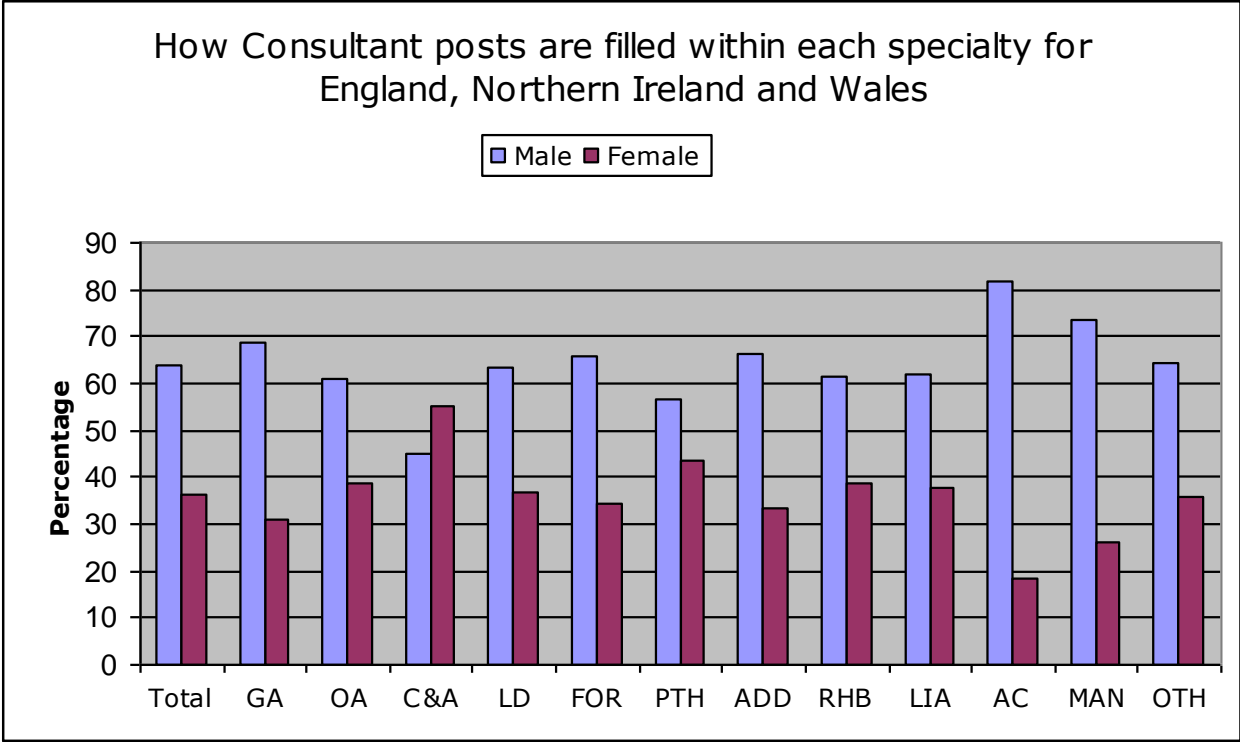
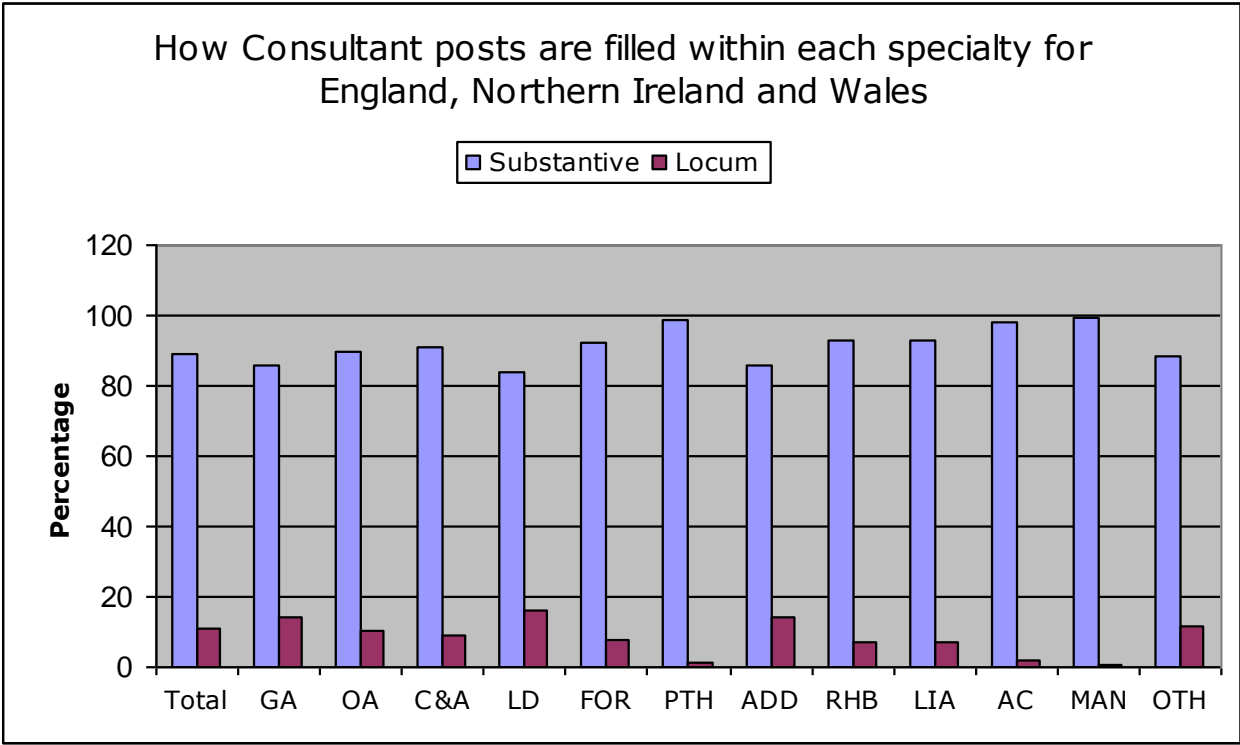
	Total number of substantive Consultant posts	Total number of male substantive Consultant posts	Total number of female substantive Consultant posts
	4077	2578	1499
General Adult	1626	1114	512
Old Age	640	389	251
Child and Adolescent	556	249	307
Learning Disability	232	142	90
Forensic	319	210	109
Psychotherapy	136	78	58
Addictions	115	75	40
Rehabilitation	91	54	37
Liaison	54	34	20
Academic	140	115	25
Management	121	89	32
Other	47	29	18

	Total number of Locum Consultant posts	Total number of male Locum Consultant posts	Total number of female Locum Consultant posts
	515	345	170
General Adult	273	194	79
Old Age	72	45	27
Child and Adolescent	57	27	30
Learning Disability	45	31	14
Forensic	26	17	9
Psychotherapy	2	1	1
Addictions	19	14	5
Rehabilitation	7	6	1
Liaison	4	2	2
Academic	3	2	1
Management	1	1	0
Other	6	5	1

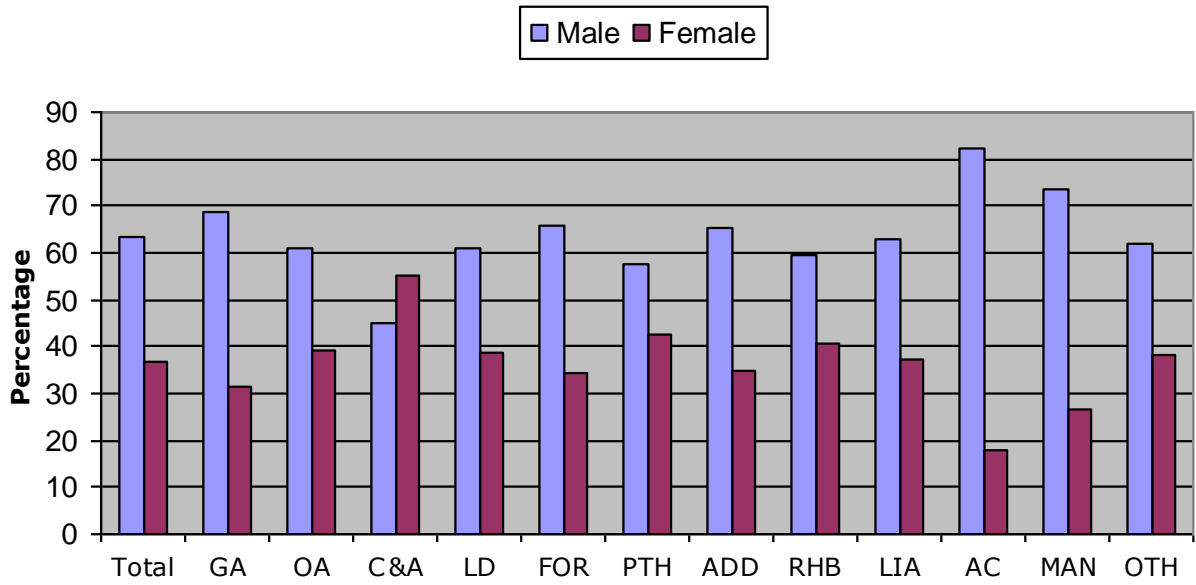
	Total number of Locum Consultant posts	Total number of Long Term Locum Consultant posts	Total number of Short Term Locum Consultant posts
	515	352	163
General Adult	273	194	79
Old Age	72	44	28
Child and Adolescent	57	28	29
Learning Disability	45	32	13
Forensic	26	18	8
Psychotherapy	2	2	0
Addictions	19	16	3
Rehabilitation	7	6	1
Liaison	4	3	1
Academic	3	2	1
Management	1	1	0
Other	6	6	0

	Total number of Long Term Locum Consultant posts	Total number of Male Long Term Locum Consultant posts	Total number of Female Long Term Locum Consultant posts
	352	246	106
General Adult	194	146	48
Old Age	44	27	17
Child and Adolescent	28	13	15
Learning Disability	32	22	10
Forensic	18	11	7
Psychotherapy	2	1	1
Addictions	16	12	4
Rehabilitation	6	5	1
Liaison	3	1	2
Academic	2	2	0
Management	1	1	0
Other	6	5	1

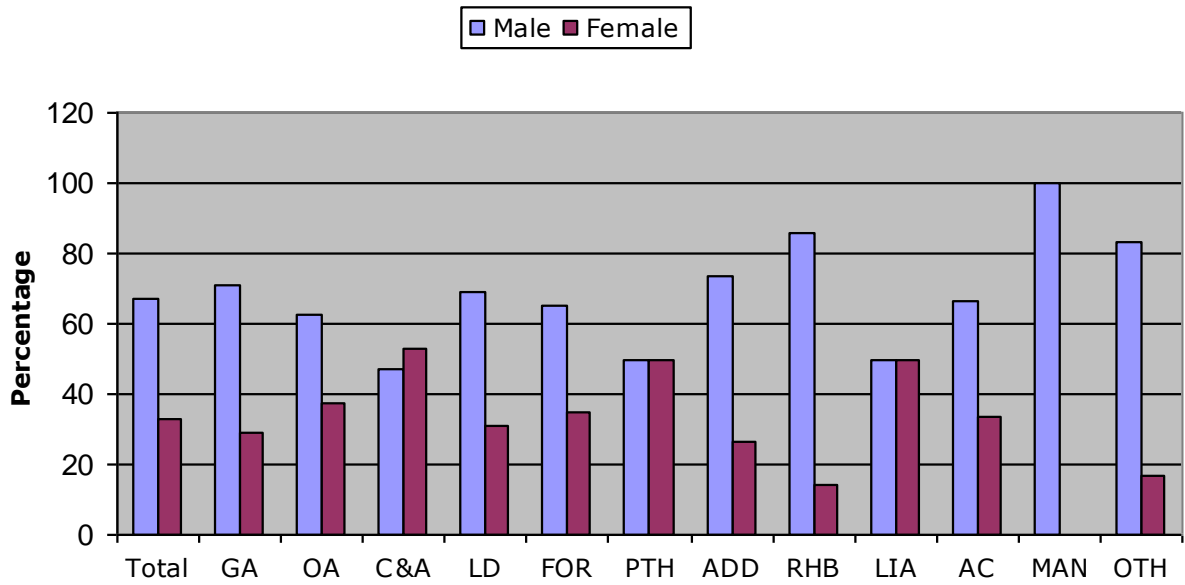
	Total number of Short Term Locum Consultant posts	Total number of Male Short Term Locum Consultant posts	Total number of Female Short Term Locum Consultant posts
	163	99	64
General Adult	79	48	31
Old Age	28	18	10
Child and Adolescent	29	14	15
Learning Disability	13	9	4
Forensic	8	6	2
Psychotherapy	0	0	0
Addictions	3	2	1
Rehabilitation	1	1	0
Liaison	1	1	0
Academic	1	0	1
Management	0	0	0
Other	0	0	0



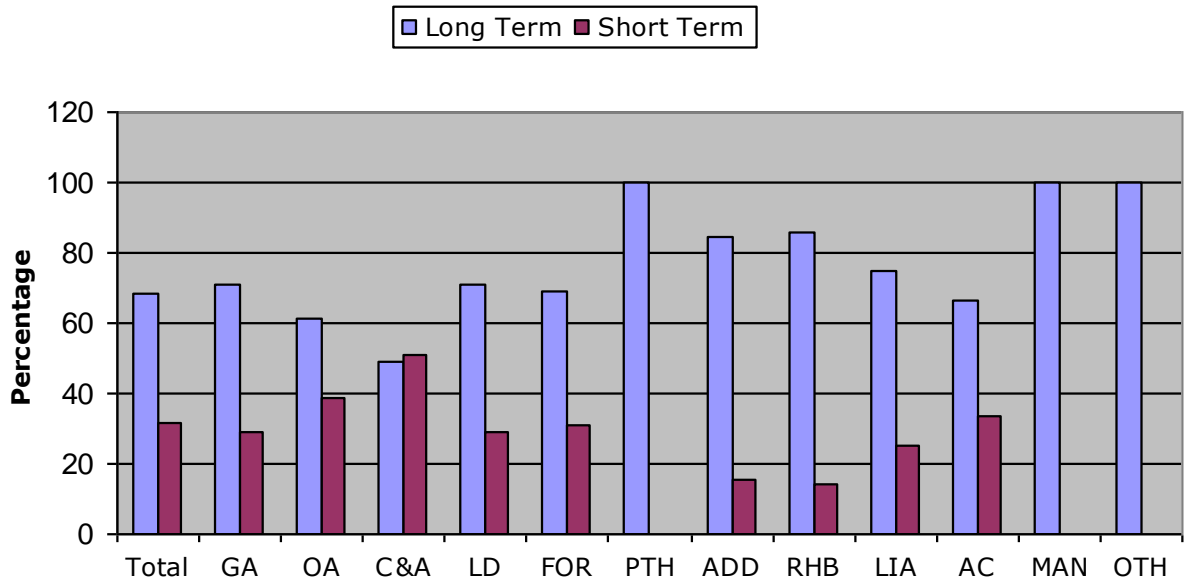
How Substantive Consultant posts are filled within each specialty for England, Northern Ireland and Wales



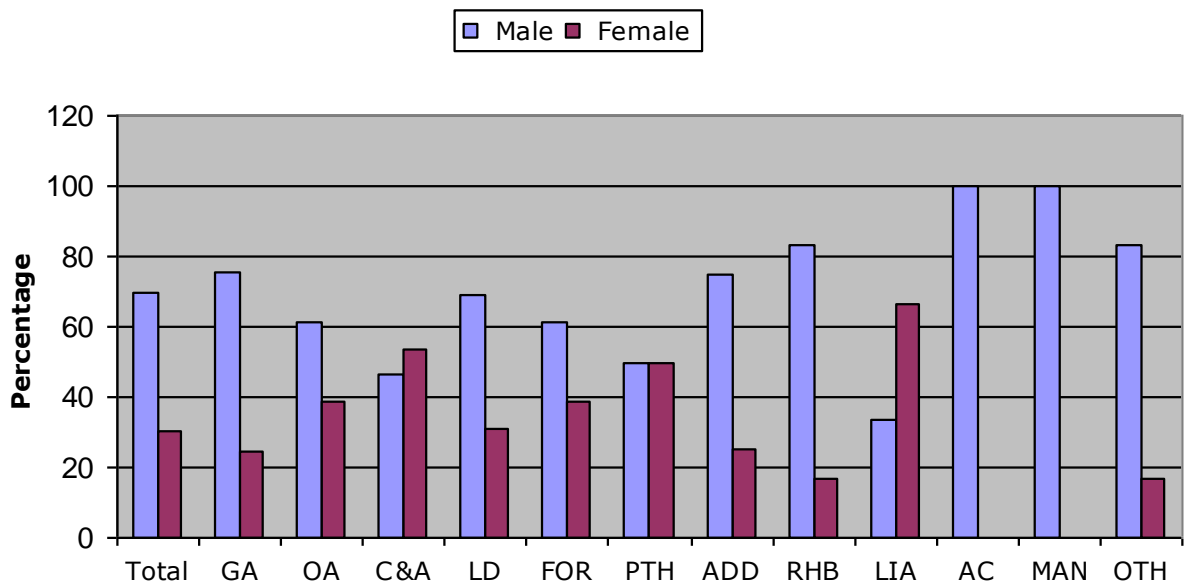
How Locum Consultant posts are filled within each specialty for England, Northern Ireland and Wales



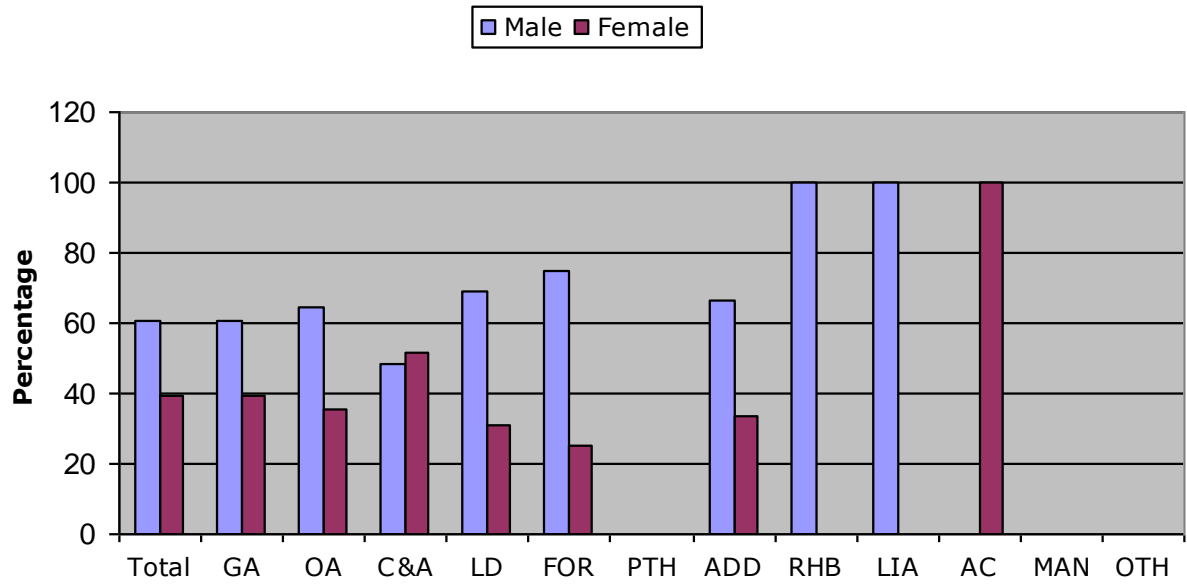
How Locum Consultant posts are filled within each specialty for England, Northern Ireland and Wales



How Long Term Locum Consultant posts are filled within each specialty for England, Northern Ireland and Wales



How Short Term Locum Consultant posts are filled within each specialty for England, Northern Ireland and Wales



Results for the 2007 Census made up to 100%
Consultant Regional Figures for England

	Total number of Consultant posts	Total number of substantive Consultant posts	Total number of locum Consultant posts
	4241	3753	488
Eastern	414	368	46
East Midlands	358	312	46
Kent, Surrey, Sussex	294	243	51
London	873	796	77
Mersey	213	180	33
Northern	264	246	18
North West	362	296	66
Oxford	193	173	20
South West	334	287	47
South Yorkshire	86	80	6
Wessex	168	149	19
West Midlands	419	383	36
Yorkshire	263	240	23

	Total number of Consultant posts	Total number of male Consultant posts	Total number of female Consultant posts
	4241	2716	1525
Eastern	414	274	140
East Midlands	358	241	117
Kent, Surrey, Sussex	294	190	104
London	873	504	369
Mersey	213	141	72
Northern	264	175	89
North West	362	240	122
Oxford	193	109	84
South West	334	223	111
South Yorkshire	86	63	23
Wessex	168	104	64
West Midlands	419	276	143
Yorkshire	263	176	87

	Total number of substantive Consultant posts	Total number of male substantive Consultant posts	Total number of female substantive Consultant posts
	3753	2390	1363
Eastern	368	249	119
East Midlands	312	204	108
Kent, Surrey, Sussex	243	164	79
London	796	456	340
Mersey	180	113	67
Northern	246	161	85
North West	296	191	105
Oxford	173	99	74
South West	287	199	88
South Yorkshire	80	58	22
Wessex	149	88	61
West Midlands	383	251	132
Yorkshire	240	157	83

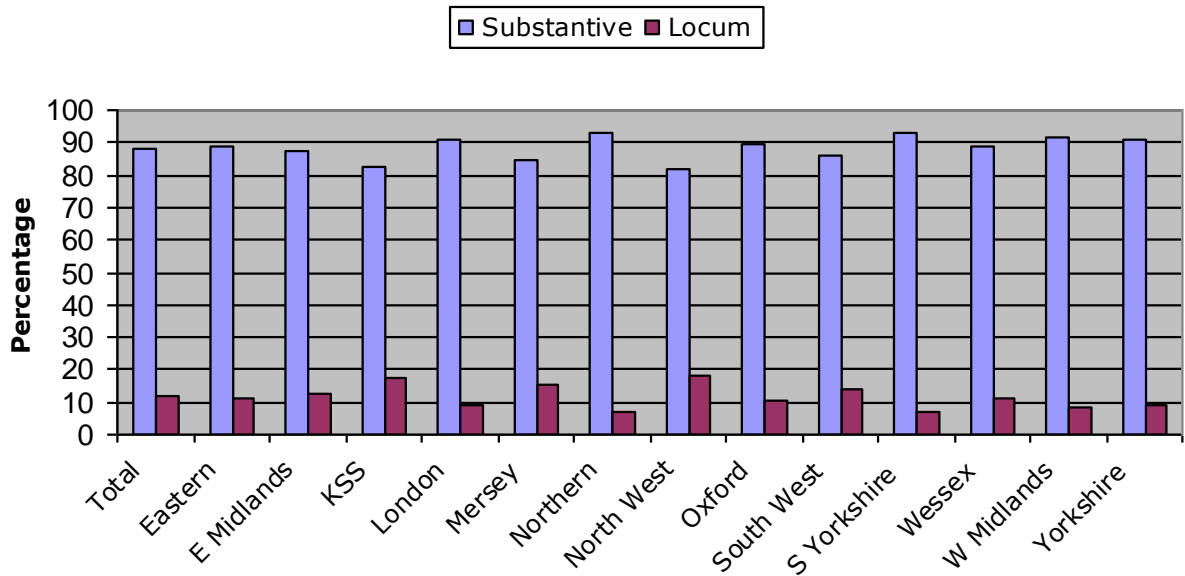
	Total number of Locum Consultant posts	Total number of male Locum Consultant posts	Total number of female Locum Consultant posts
	488	324	164
Eastern	46	25	21
East Midlands	46	35	11
Kent, Surrey, Sussex	51	26	25
London	77	48	29
Mersey	33	28	5
Northern	18	15	3
North West	66	49	17
Oxford	20	10	10
South West	47	24	23
South Yorkshire	6	5	1
Wessex	19	16	3
West Midlands	36	24	12
Yorkshire	23	19	4

	Total number of Locum Consultant posts	Total number of Long Term Locum Consultant posts	Total number of Short Term Locum Consultant posts
	488	337	151
Eastern	46	30	16
East Midlands	46	33	13
Kent, Surrey, Sussex	51	32	19
London	77	54	23
Mersey	33	26	7
Northern	18	13	5
North West	66	53	13
Oxford	20	11	9
South West	47	28	19
South Yorkshire	6	5	1
Wessex	19	10	9
West Midlands	36	26	10
Yorkshire	23	16	7

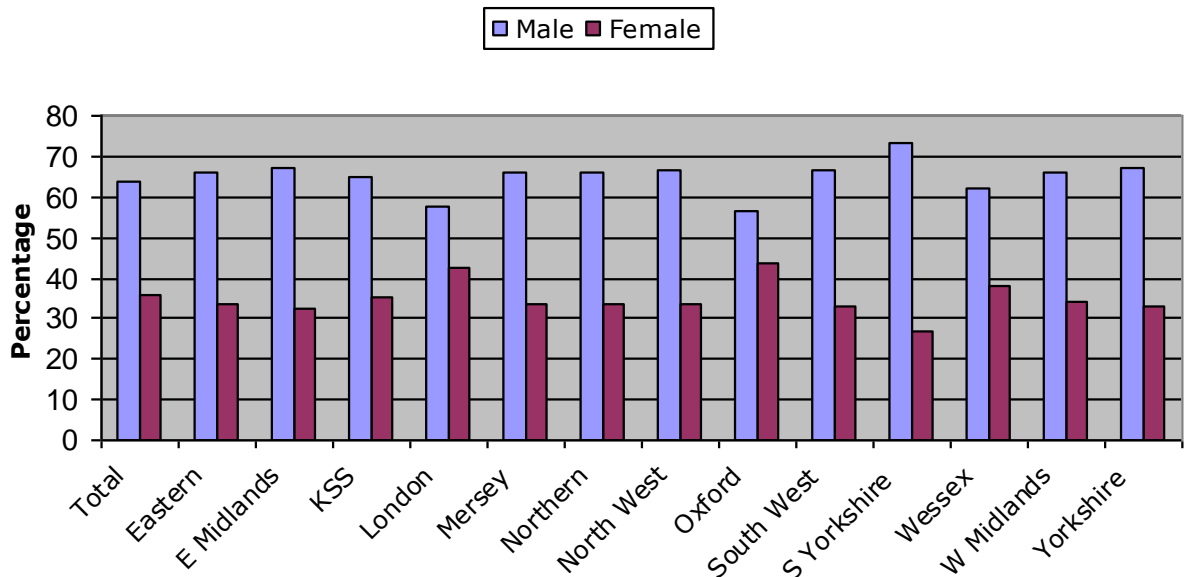
	Total number of Long Term Locum Consultant posts	Total number of Male Long Term Locum Consultant posts	Total number of Female Long Term Locum Consultant posts
	337	234	103
Eastern	30	16	14
East Midlands	33	26	7
Kent, Surrey, Sussex	32	17	15
London	54	39	15
Mersey	26	24	2
Northern	13	11	2
North West	53	41	12
Oxford	11	4	7
South West	28	12	16
South Yorkshire	5	4	1
Wessex	10	8	2
West Midlands	26	17	9
Yorkshire	16	15	1

	Total number of Short Term Locum Consultant posts	Total number of Male Short Term Locum Consultant posts	Total number of Female Short Term Locum Consultant posts
	151	90	61
Eastern	16	9	7
East Midlands	13	9	4
Kent, Surrey, Sussex	19	9	10
London	23	9	14
Mersey	7	4	3
Northern	5	4	1
North West	13	8	5
Oxford	9	6	3
South West	19	12	7
South Yorkshire	1	1	0
Wessex	9	8	1
West Midlands	10	7	3
Yorkshire	7	4	3

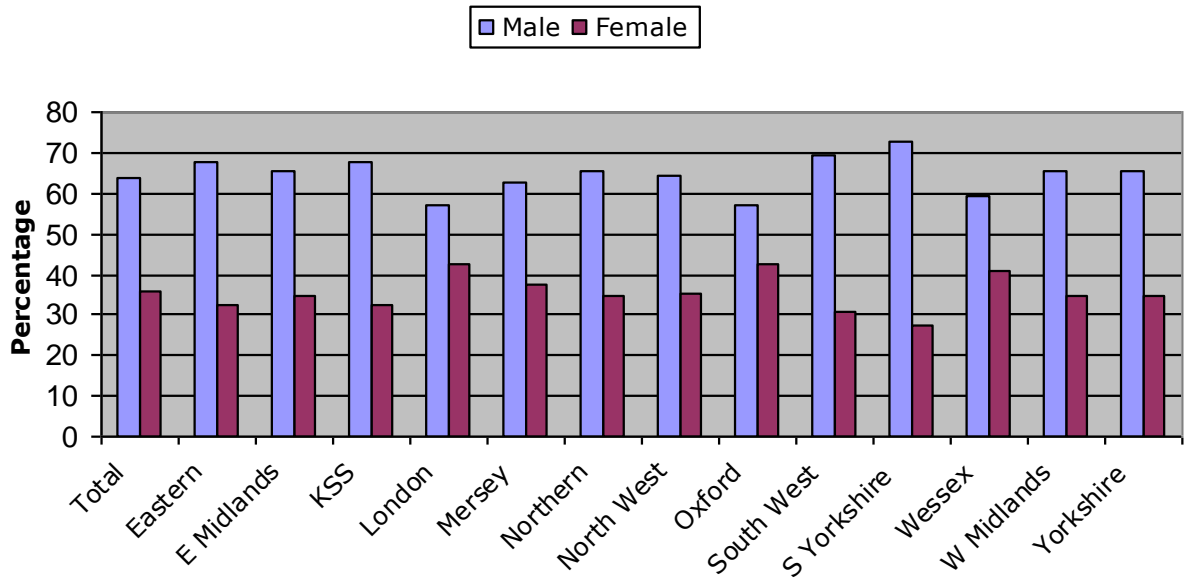
How Consultant posts are filled within each English Deanery



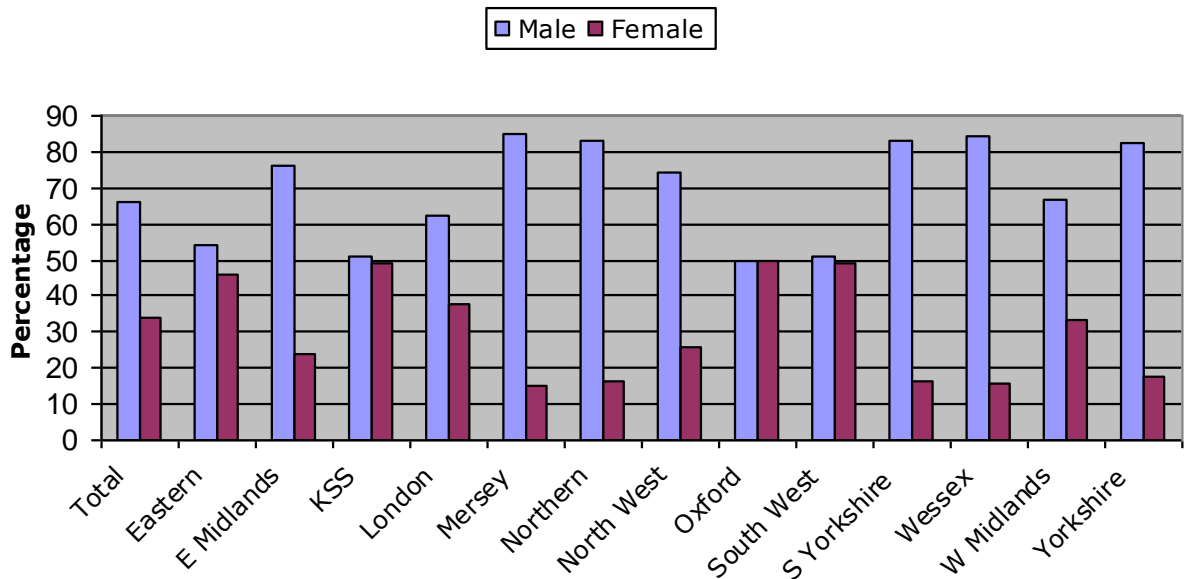
How Consultant posts are filled within each English Deanery

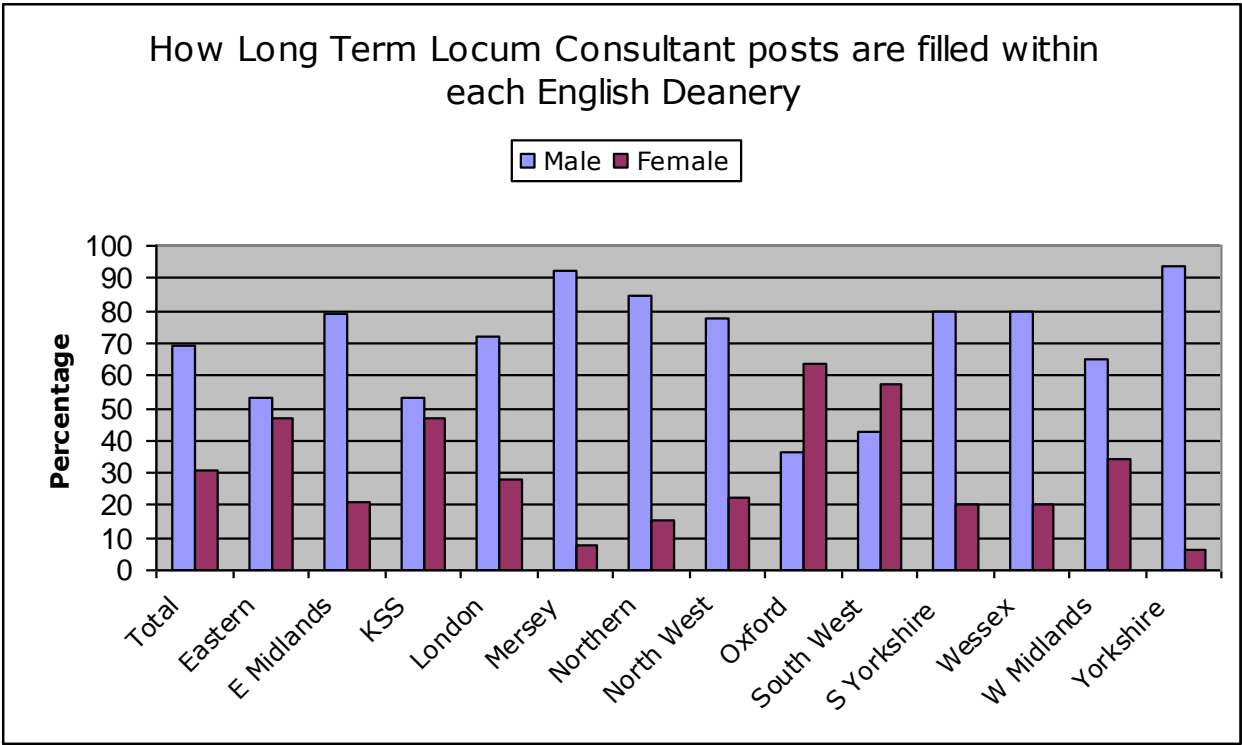
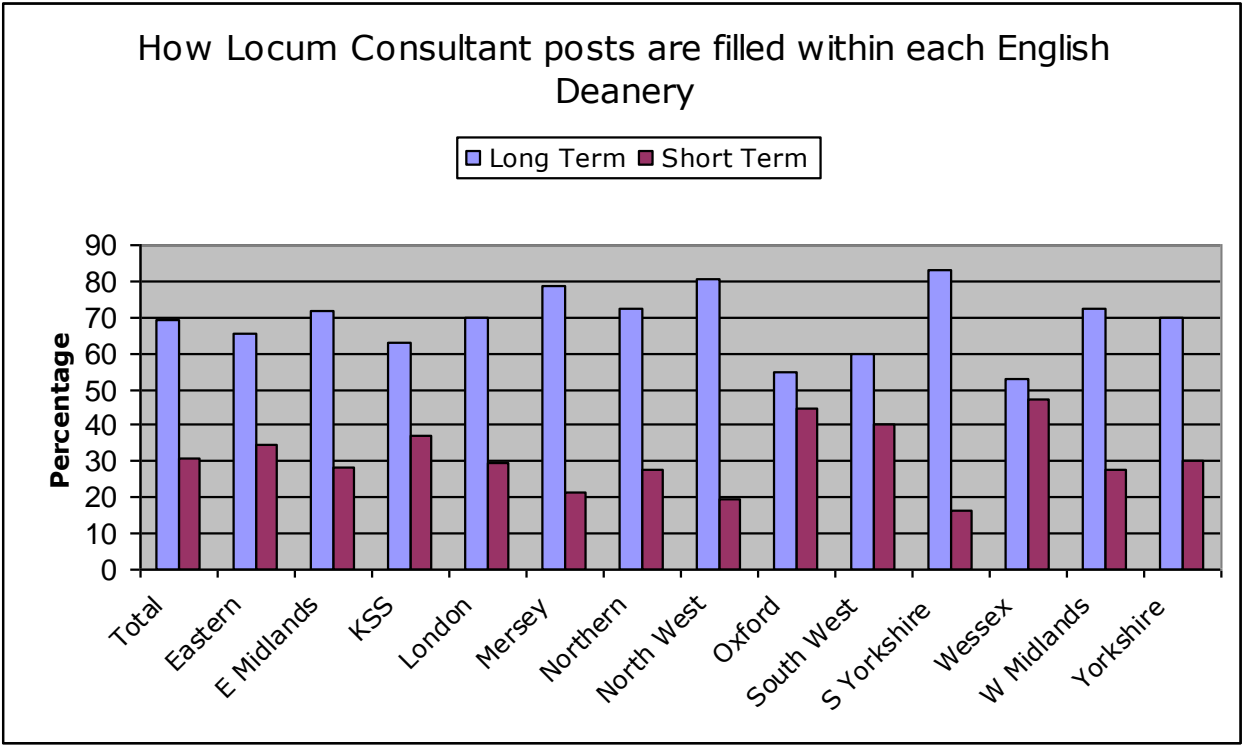


How Substantive Consultant posts are filled within each English Deanery



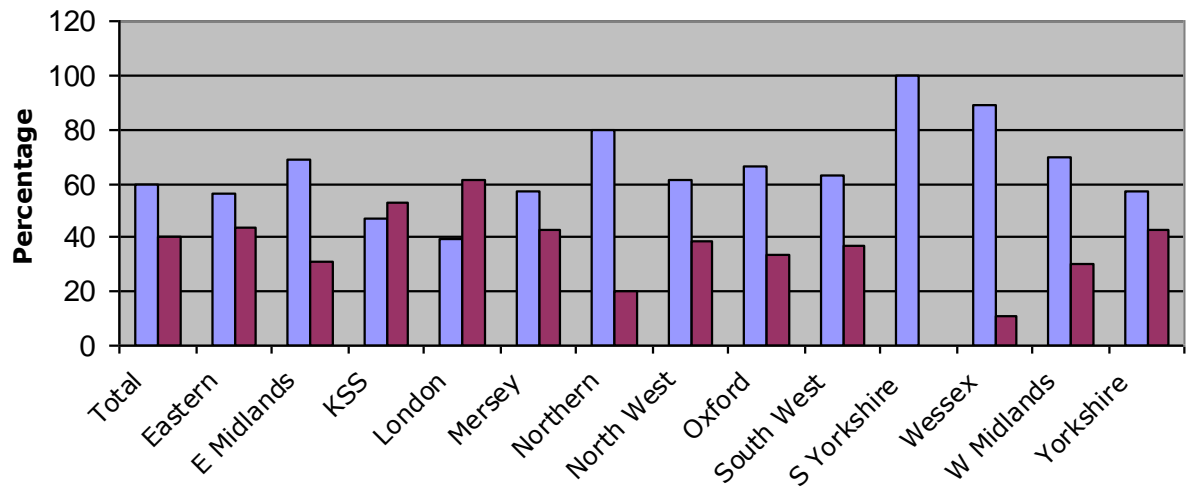
How Locum Consultant posts are filled within each English Deanery





How Short Term Locum Consultant posts are filled within each English Deanery

Male Female



Results for the 2007 Census (95% return rate)
Foundation Trainee Figures for England, Northern Ireland and Wales

	FY posts	FY1 posts	FY2 posts
Total	308	80	228
Eastern	24	2	22
East Midlands	25	11	14
Kent, Surrey, Sussex	31	12	19
London	25	1	24
Mersey	8	0	8
Northern	10	1	9
North West	27	12	15
Northern Ireland	25	0	25
Oxford	7	2	5
South West	30	1	29
South Yorkshire	10	4	6
Wales	21	6	15
Wessex	7	0	7
West Midlands	36	17	19
Yorkshire	22	11	11

Results for the 2007 Census (95% return rate)
ST1-ST3 Trainee Figures for England, Northern Ireland and Wales

	Total ST1 posts	ST1 Male	ST1 Female
Total	406	176	230
Eastern	21	2	19
East Midlands	30	12	18
Kent, Surrey, Sussex	11	4	7
London	131	60	71
Mersey	16	5	11
Northern	5	2	3
North West	20	13	7
Northern Ireland	16	7	9
Oxford	12	8	4
South West	25	6	19
South Yorkshire	19	11	8
Wales	22	10	12
Wessex	15	7	8
West Midlands	29	12	17
Yorkshire	34	17	17

	Total FTSTA 1 posts	FTSTA 1 Male	FTSTA 1 Female
Total	103	58	45
Eastern	0	0	0
East Midlands	10	5	5
Kent, Surrey, Sussex	9	5	4
London	14	9	5
Mersey	0	0	0
Northern	4	2	2
North West	14	8	6
Northern Ireland	3	0	3
Oxford	2	2	0
South West	8	5	3
South Yorkshire	0	0	0
Wales	8	4	4
Wessex	0	0	0
West Midlands	26	14	12
Yorkshire	5	4	1

	Total ST2 posts	ST2 Male	ST2 Female
Total	407	221	186
Eastern	37	18	19
East Midlands	27	15	12
Kent, Surrey, Sussex	12	7	5
London	124	59	65
Mersey	12	8	4
Northern	5	4	1
North West	16	12	4
Northern Ireland	11	7	4
Oxford	17	10	7
South West	22	14	8
South Yorkshire	23	14	9
Wales	18	11	7
Wessex	16	5	11
West Midlands	40	20	20
Yorkshire	27	17	10

	Total FTSTA 2 posts	FTSTA 2 Male	FTSTA 2 Female
Total	115	74	41
Eastern	1	1	0
East Midlands	6	3	3
Kent, Surrey, Sussex	2	2	0
London	30	18	12
Mersey	4	3	1
Northern	5	5	0
North West	15	6	9
Northern Ireland	4	4	0
Oxford	4	3	1
South West	13	9	4
South Yorkshire	0	0	0
Wales	12	8	4
Wessex	1	0	1
West Midlands	13	8	5
Yorkshire	5	4	1

	Total ST3 posts	ST3 Male	ST3 Female
Total	392	183	209
Eastern	38	20	18
East Midlands	26	14	12
Kent, Surrey, Sussex	12	6	6
London	100	46	54
Mersey	12	8	4
Northern	7	4	3
North West	15	9	6
Northern Ireland	10	5	5
Oxford	15	7	8
South West	14	10	14
South Yorkshire	18	10	8
Wales	17	8	9
Wessex	66	14	52
West Midlands	22	12	10
Yorkshire	20	10	10

	Total FTSTA 3 posts	FTSTA 3 Male	FTSTA 3 Female
Total	105	67	38
Eastern	1	1	0
East Midlands	11	6	5
Kent, Surrey, Sussex	4	3	1
London	28	19	9
Mersey	5	2	3
Northern	3	3	0
North West	11	5	6
Northern Ireland	0	0	0
Oxford	5	3	2
South West	5	5	0
South Yorkshire	0	0	0
Wales	0	0	0
Wessex	3	2	1
West Midlands	24	14	10
Yorkshire	5	4	1

Results for the 2007 Census (95% return rate)
ST4 Trainee Figures for England, Northern Ireland and Wales

	Total ST4 General Adult posts	ST4 Male General Adult	ST4 Female General Adult
Total	304	180	124
Eastern	42	29	13
East Midlands	20	12	8
Kent, Surrey, Sussex	6	5	1
London	140	73	67
Mersey	2	2	0
Northern	8	5	3
North West	17	15	2
Northern Ireland	12	3	9
Oxford	8	7	1
South West	15	9	6
South Yorkshire	6	5	1
Wales	5	4	1
Wessex	4	3	1
West Midlands	14	5	9
Yorkshire	5	3	2

	Total ST4 Old Age posts	ST4 Male Old Age	ST4 Female Old Age
Total	77	42	35
Eastern	16	11	5
East Midlands	5	1	4
Kent, Surrey, Sussex	1	0	1
London	28	18	10
Mersey	2	1	1
Northern	2	0	2
North West	5	4	1
Northern Ireland	1	1	0
Oxford	2	1	1
South West	4	1	3
South Yorkshire	1	1	0
Wales	3	2	1
Wessex	2	0	2
West Midlands	3	1	2
Yorkshire	2	0	2

	Total ST4 Child and Adolescent posts	ST4 Male Child and Adolescent	ST4 Female Child and Adolescent
Total	96	28	68
Eastern	7	2	5
East Midlands	4	1	3
Kent, Surrey, Sussex	0	0	0
London	45	12	33
Mersey	2	1	1
Northern	4	3	1
North West	3	2	1
Northern Ireland	6	1	5
Oxford	1	1	0
South West	1	0	1
South Yorkshire	0	0	0
Wales	8	3	5
Wessex	0	0	0
West Midlands	13	1	12
Yorkshire	2	1	1

	Total ST4 Learning Disability posts	ST4 Male Learning Disability	ST4 Female Learning Disability
Total	29	19	10
Eastern	5	3	2
East Midlands	2	2	0
Kent, Surrey, Sussex	0	0	0
London	11	8	3
Mersey	1	0	1
Northern	3	0	3
North West	0	0	0
Northern Ireland	0	0	0
Oxford	4	4	0
South West	2	1	1
South Yorkshire	0	0	0
Wales	0	0	0
Wessex	0	0	0
West Midlands	0	0	0
Yorkshire	1	1	0

	Total ST4 Forensic posts	ST4 Male Forensic	ST4 Female Forensic
Total	48	33	15
Eastern	2	2	0
East Midlands	2	2	0
Kent, Surrey, Sussex	2	2	0
London	25	14	11
Mersey	0	0	0
Northern	3	3	0
North West	3	3	0
Northern Ireland	0	0	0
Oxford	1	0	1
South West	2	2	0
South Yorkshire	0	0	0
Wales	2	2	0
Wessex	2	1	1
West Midlands	2	0	2
Yorkshire	2	2	0

	Total ST4 Psychot herapy posts	ST4 Male Psychot herapy	ST4 Female Psychot herapy
Total	16	7	9
Eastern	0	0	0
East Midlands	0	0	0
Kent, Surrey, Sussex	1	0	1
London	12	7	5
Mersey	0	0	0
Northern	0	0	0
North West	1	0	1
Northern Ireland	0	0	0
Oxford	1	0	1
South West	0	0	0
South Yorkshire	0	0	0
Wales	0	0	0
Wessex	0	0	0
West Midlands	1	0	1
Yorkshire	0	0	0

Results for the 2007 Census (95% return rate)
Staff and Associate Specialist/Non Consultant Career Grade Figures for
England, Northern Ireland and Wales

	Total Associate Specialist posts	Locum Associate Specialist posts	Substantive Associate Specialist posts
Total	549	38	511
Eastern	64	2	62
East Midlands	24	0	24
Kent, Surrey, Sussex	53	4	49
London	125	13	112
Mersey	6	1	5
Northern	18	3	15
North West	16	2	14
Northern Ireland	5	1	4
Oxford	6	0	6
South West	18	1	17
South Yorkshire	2	0	2
Wales	45	2	43
Wessex	24	1	23
West Midlands	117	8	109
Yorkshire	26	0	26

	Total Staff Grade posts	Locum Staff Grade posts	Substantive Staff Grade posts
Total	1307	247	1060
Eastern	149	27	122
East Midlands	94	18	76
Kent, Surrey, Sussex	138	48	90
London	187	28	159
Mersey	42	9	33
Northern	64	16	48
North West	92	17	75
Northern Ireland	21	1	20
Oxford	54	17	37
South West	131	21	110
South Yorkshire	25	5	20
Wales	61	5	56
Wessex	42	3	39
West Midlands	137	27	110
Yorkshire	70	5	65

	Total Trust Grade posts	Locum Trust Grade posts	Substantive Trust Grade posts
Total	144	54	90
Eastern	17	9	8
East Midlands	1	1	0
Kent, Surrey, Sussex	12	3	9
London	21	2	19
Mersey	2	0	2
Northern	2	2	0
North West	28	9	19
Northern Ireland	6	2	4
Oxford	3	0	3
South West	5	5	0
South Yorkshire	8	2	6
Wales	5	0	5
Wessex	1	1	0
West Midlands	23	17	6
Yorkshire	10	1	9

	Total Clinical Assistant posts	Locum Clinical Assistant posts	Substantive Clinical Assistant posts
Total	204	11	193
Eastern	13	0	13
East Midlands	13	0	13
Kent, Surrey, Sussex	16	0	16
London	11	1	10
Mersey	24	0	24
Northern	9	6	3
North West	20	0	20
Northern Ireland	0	0	0
Oxford	1	0	1
South West	29	2	27
South Yorkshire	10	2	8
Wales	9	0	9
Wessex	16	0	16
West Midlands	20	0	20
Yorkshire	13	0	13