

Non-trainee psychiatric workforce

Summary findings for Wales, March 2025



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 Wales; this comprises numbers of consultant, specialty and specialist (SAS) psychiatrist posts across the country.

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.

We would like to thank colleagues at Health Education and Improvement Wales (HEIW) for providing the data used in this report. Please note, the data deals with headcounts rather than full-time equivalent posts, and unless otherwise stated, any headcounts below five have been suppressed. While the HEIW data is for the same reporting period as the 2025 RCPsych Workforce Census, different indicators have been collected, meaning direct comparisons cannot be made between the two datasets.

Findings

Consultants, specialty and specialist (SAS) doctors

There were around 364 consultant and SAS psychiatrists in post across the Welsh local health boards at the end of March 2025, the majority of whom (an estimated 95%) are substantive psychiatrists.

Among the psychiatric specialties surveyed, complete data is only available for general psychiatry; 8% of general psychiatry consultants and SAS doctors were working as locums at the end of March 2025.

Specialty	Substantive consultants and SAS doctors N (%)	Locum consultants and SAS doctors N (%)	Total number of consultants and SAS doctors N (%)
Child & adolescent psychiatry	56	<5	>56
Forensic psychiatry	15	<5	>15
General psychiatry	183 (92%)	17 (8%)	200 (100%)
Old age psychiatry	68	<5	>68
Psychiatry of learning disability	25	<5	>25
Total	347	>17	>364

Figure 1: Substantive and locum consultants and SAS doctors in post by specialty

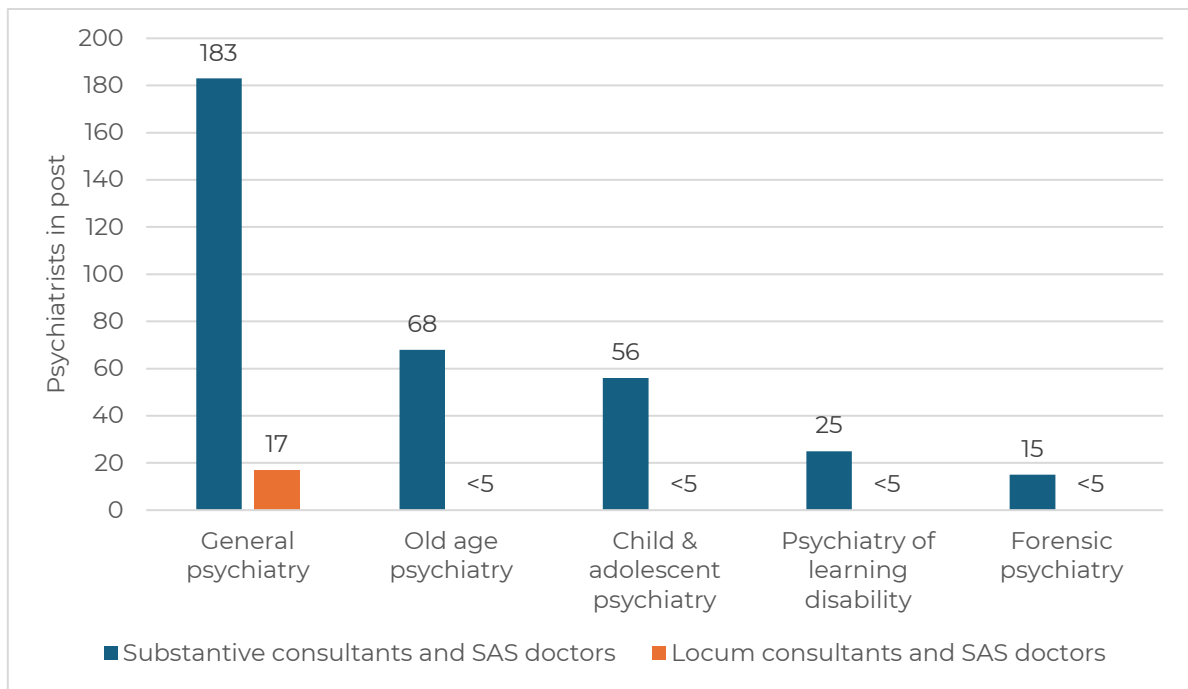
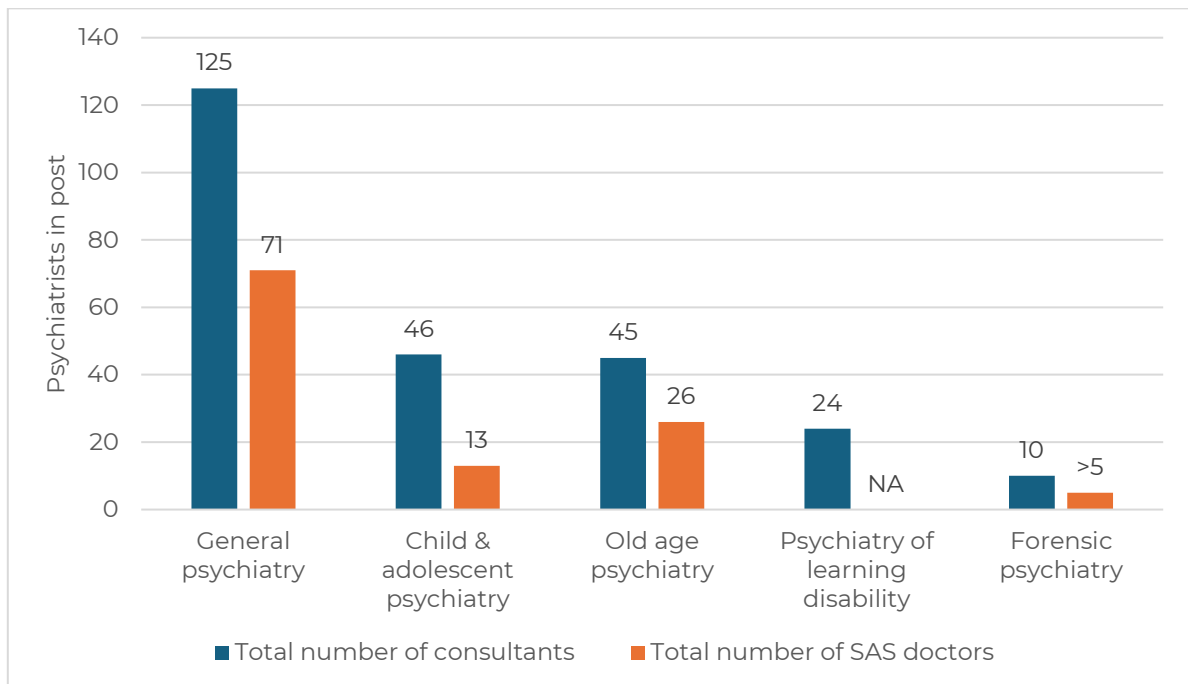


Figure 2: Total number of consultants and SAS doctors in post by specialty



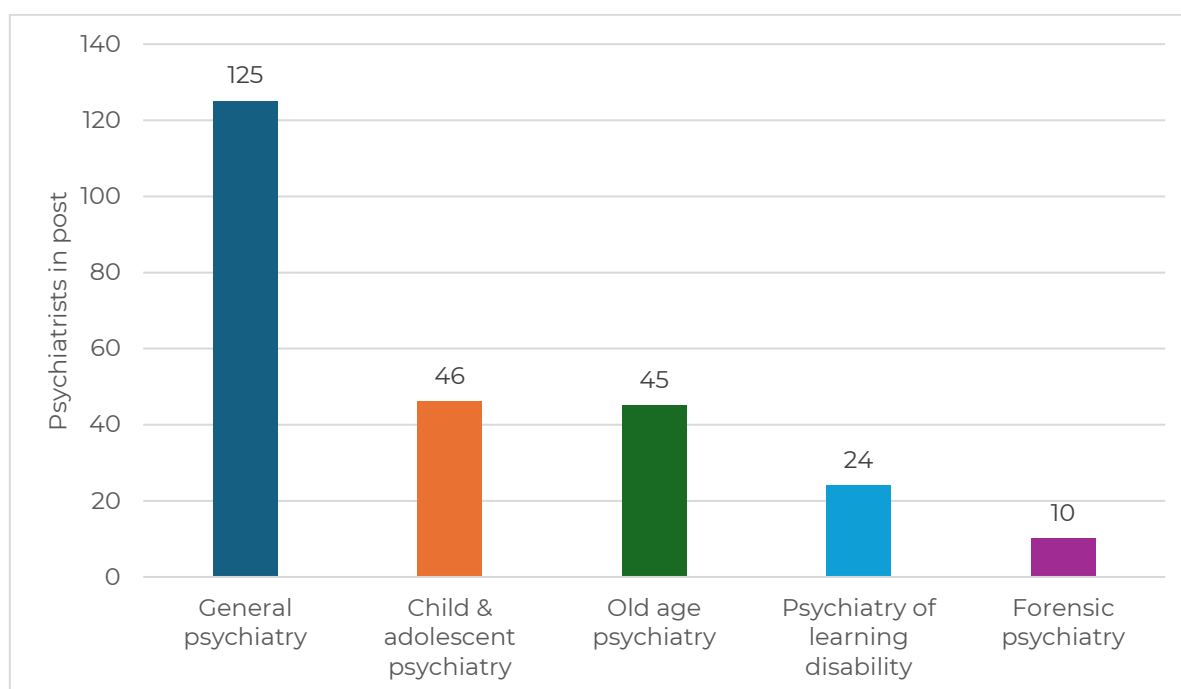
Consultants

At the end of March 2025, there were 250 consultant psychiatrists in post across the local health boards in Wales, the majority (74%) of whom work full-time, with 26% working part-time and a male/female split of 53% and 46%.

Specialty	Full-time consultants N (%)	Part-time consultants N (%)	Female consultants N (%)	Male consultants N (%)	Total number of consultants N (%)
Child & adolescent psychiatry	27 (59%)	19 (41%)	25 (54%)	21 (46%)	46 (100%)
Forensic psychiatry	7 (70%)	<5 (3) (30%)	5 (50%)	5 (50%)	10 (100%)
General psychiatry	97 (78%)	28 (22%)	50 (40%)	73 (58%)	125 (100%)
Old age psychiatry	35 (78%)	10 (22%)	25 (56%)	20 (44%)	45 (100%)
Psychiatry of learning disability	17 (71%)	7 (29%)	10 (42%)	14 (58%)	24 (100%)
Total	183 (74%)	67 (26%)	115 (46%)	133 (53%)	250 (100%)

General psychiatry was the psychiatric specialty with the greatest number of consultants in post, with 125, followed by child & adolescent psychiatry (46 consultants) and old age psychiatry (45 consultants). In contrast, there were only 24 learning disability and 10 forensic consultant psychiatrists in post across the Welsh health boards, around five times and 13 times lower than the figure for general psychiatry, respectively.

Figure 3: Total number of consultants in post by specialty



Over half of consultant psychiatrists work full-time for each psychiatric specialty, while the gender split varies by specialty; there are greater proportions of female psychiatrists specialising in old age and child & adolescent psychiatry, equal proportions of male and female consultants specialising in forensic psychiatry, and greater proportions of male psychiatrists working in learning disability and general psychiatry.

Figure 4: Full-time and part-time consultants in post by specialty

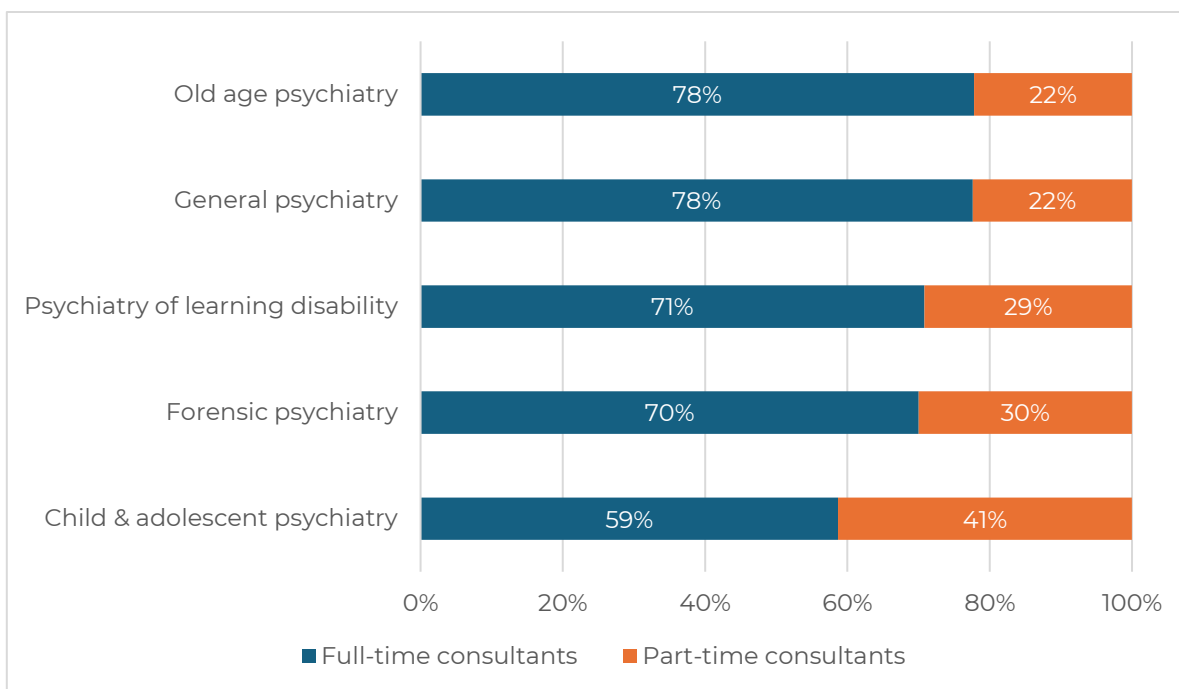
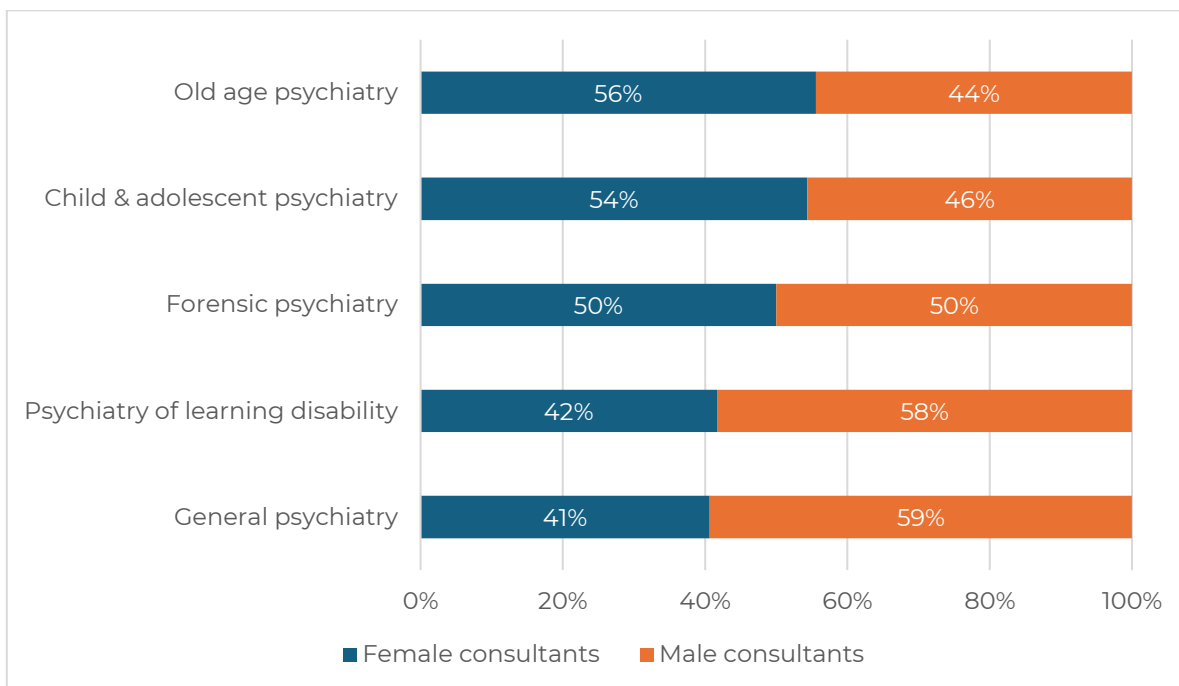


Figure 5: Female and male consultants in post by specialty



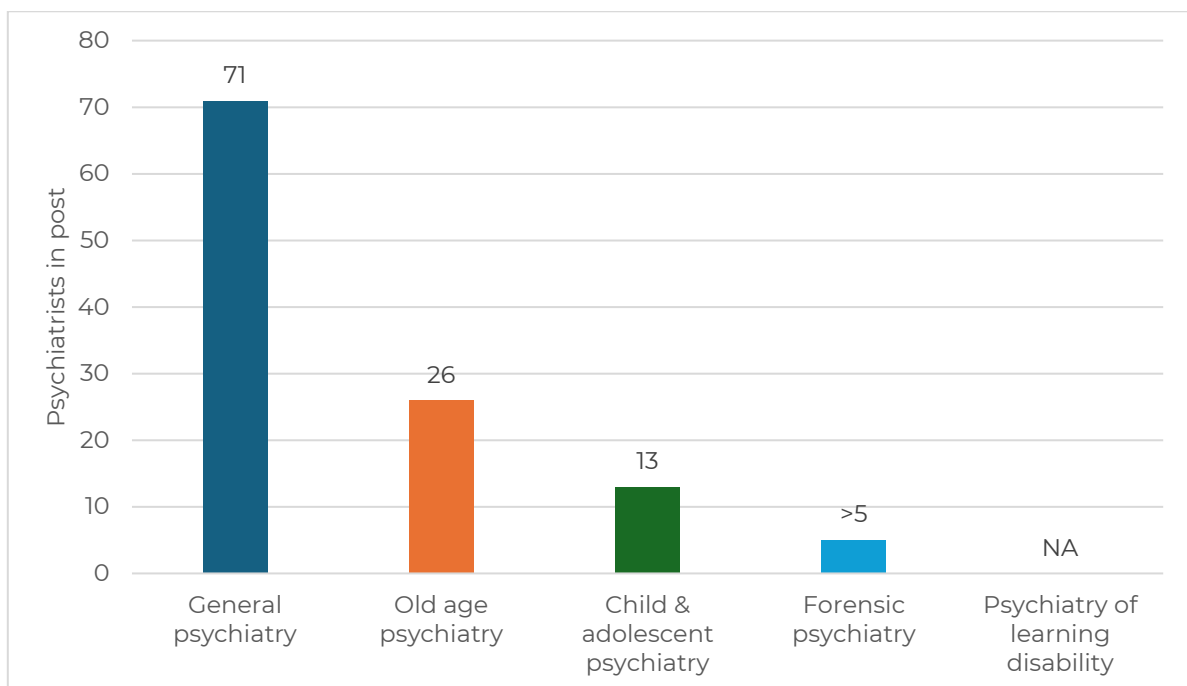
Specialty and specialist (SAS) doctors

At the end of March 2025, there were at least 115 SAS doctors working in the local health boards across Wales, with most psychiatrists working full-time rather than part-time (around 83 (72%) and 32 (28%), respectively). There was a slightly greater proportion of female SAS psychiatrists than male, with 49% and 44% respectively.

Specialty	Full-time SAS doctors	Part-time SAS doctors	Female SAS doctors	Male SAS doctors	Total number of SAS doctors
Child & adolescent psychiatry	5 (38%)	8 (62%)	10 (77%)	<5 (3) (23%)	13 (100%)
Forensic psychiatry	5	<5	<5	<5	>5
General psychiatry	53 (75%)	18 (25%)	35 (49%)	36 (51%)	71 (100%)
Old age psychiatry	20 (77%)	6 (23%)	11 (42%)	15 (58%)	26 (100%)
Psychiatry of learning disability	<5	<5	<5	<5	-
Total	>83	>32	>56	>51	>115

Among the psychiatric specialties surveyed, general psychiatry had the greatest number of SAS doctors in post at the end of March 2025, with 71 SAS psychiatrists, followed by old age psychiatry (26 SAS doctors) and child & adolescent psychiatry (13 SAS doctors). There is incomplete data for forensic psychiatry and psychiatry of learning disability.

Figure 6: Total number of SAS doctors in post by specialty



For the psychiatric specialties with complete data, the majority of old age psychiatry and general psychiatry SAS doctors were working full-time (with 77% and 75% respectively), while just under two thirds (62%) of child & adolescent SAS psychiatrists work part-time.

A substantial proportion of child & adolescent psychiatry SAS doctors are female psychiatrists (with 77%), while more than half (58%) of old age SAS psychiatrists are men, and there is an almost equal split for general SAS psychiatrists (with 49% women and 51% men).

Figure 7: Full-time and part-time SAS doctors in post by specialty

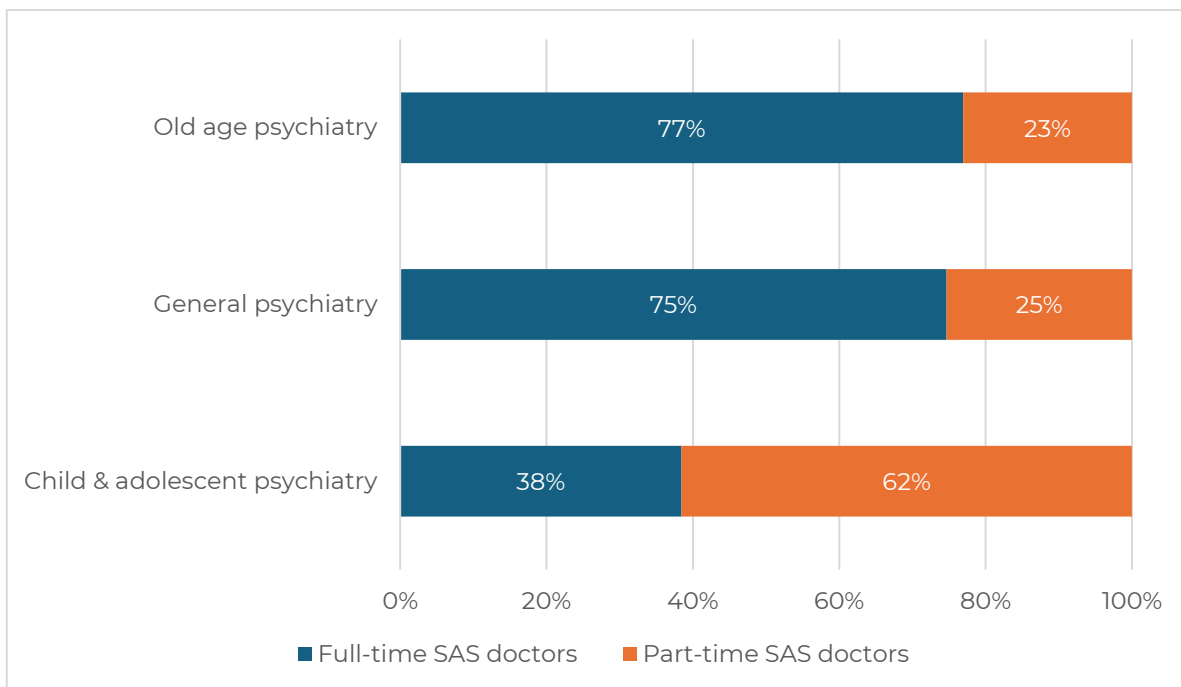


Figure 8: Female and male SAS doctors in post by specialty

