



Workforce Census 2023

Scotland

Contents

Introduction	3
Methodology	3
Results	4
Consultants	4
Consultant retirements	23
SAS doctors	25
Clinical fellows	43
Physician associates	47
Private and independent psychiatrists	49
Appendices	52
Appendix A: Consultant and specialty doctor staffing questionnaire	52
Appendix B: Consultant retirements questionnaire	53
Appendix C: Physician associate staffing questionnaire	14
Appendix D: Respondents to the 2019, 2021 and 2023 RCPsych censuses - Scotland	55
Appendix E: Consultant, SAS doctor, and CF vacancy rates by region and national organisation - Scotland	56
Appendix F: Consultant and SAS doctor vacancy rates by specialty - Scotland	57
Appendix G: The combined vacancy rates for the seven organisations that returned data for the 2019, 2021 and 2023 RCPsych censuses - Scotland	58

Introduction

The aim of this report is to provide information at a point in time (31 March 2023) about the psychiatric workforce and staffing in Scotland; this comprises numbers of consultant and specialty doctor psychiatrist posts across Scotland 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 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 and 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 April and November 2023 and the College would like to thank all the NHS organisations in Scotland who provided workforce information. The questions forming the census are provided in the appendices of this report.

11 of the 14 (78.6%) regional health boards in Scotland participated in the 2023 workforce census, the same proportion of health boards which returned the census in 2019, and three more health boards than 2021 (57.1%). One of the special health boards, the State Hospital Board for Scotland, and the Mental Welfare Commission for Scotland have participated in the past three iterations of the census. When comparing the most recent census findings by region, permission has been granted by these two national organisations to separate their results from the regional-level data.

All organisations that returned data for the 2019, 2021 and 2023 censuses are listed in Appendix D.

It is worth noting that the NHS census deals with posts rather than individuals and is collected from those organisations HR departments and Medical Directors, whereas the private and independent survey was filled in by the psychiatrists themselves.

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 695 consultant posts in Scotland across the boards that responded to the 2023 RCPsych workforce census, 590 (84.9%) of which were filled with substantive and locum consultants. This percentage can be compared to 91.0% in the 2021 census (507 of 557 posts across responding boards), a reduction of 6.1 percentage points or 90.3% in the 2019 census (670 of 742 posts across responding boards), a reduction of 5.4 percentage points.

The proportion of posts filled with substantive consultant psychiatrists is 88.0% (519), an increase of 5.2 percentage points on the 2021 census (82.8%). The proportions of male and female substantive consultants are more balanced in 2023 in comparison to the prior census in 2021. In 2023, 48.0% and 52.0% of consultants were male and female, respectively; this compares to the male/female split of 47.1% and 52.9% in 2021, 50.8% and 49.2% in 2019, and 53.1% and 46.9% in 2017.

15.1% (105) vacant or unfilled consultant posts were reported in 2023, an increase of 6.1 percentage points on 9.0% (50) in 2021, 5.5 percentage points greater than 9.6% (72) in 2019 and 8.8 percentage points greater than 6.3% (47) in 2017.

10.2% (71) of all consultant posts were filled by locum psychiatrists, a reduction of 5.4 percentage points from 15.6% (87) in 2021 and a decrease of 3.5 percentage points from 2019 (13.7%, 102 posts). The current true vacancy rate, including both locum and vacant consultant posts, is 25.3%.

On a regional level, the West of Scotland had the greatest proportion of vacant consultant posts in 2023, with 17.1%, followed by the East with 14.6%. The North of Scotland had a consultant vacancy rate of 10.0%, 7.1 percentage points lower than the West. Conversely, when accounting for locum posts as well as vacant posts, the North had the greatest vacancy rate with 35.0%, 9.6 percentage points higher than the West (25.4%) and 14.1 percentage points higher than the East (20.9%). Please refer to Appendix E to view the consultant vacancy rates by region.

Child & adolescent psychiatry had the greatest proportion of vacant consultant posts in 2023 with 22.5%, followed by eating disorders psychiatry with 22.2% and general adult psychiatry with 17.7%. On the other end, neuropsychiatry and academic psychiatry had no vacant consultant posts in 2023, while medical psychotherapy and rehabilitation psychiatry had fairly low consultant vacancy rates of 4.3% and 6.7%, respectively. However, when combining locum and vacant consultant posts, old age psychiatry was the specialty with the greatest vacancy rate (31.2%), followed by general adult psychiatry (30.9%) and addictions psychiatry (29.8%). In contrast, neuropsychiatry had no vacant or locum posts in 2023, while academic psychiatry had a true vacancy rate of 6.3% (almost five times lower the

rate for old age psychiatry). The consultant vacancy rates by specialty are documented in Appendix F.

To allow for a more accurate understanding of workforce trends across Scotland over the past few years, the figures submitted by the seven health boards and organisations, who have consistently returned data for the last three censuses, have been collated and analysed. Please refer to Appendix D for the list of organisations that returned data for the 2019, 2021 and 2023 censuses and Appendix G for their combined consultant vacancy rates.

The proportion of vacant consultant posts continues to rise each census year; the greatest combined vacancy rate for the seven organisations (14.4%) was recorded in the most recent census, while 8.3% and 7.9% posts were vacant in 2021 and 2019, respectively. This pattern was also observed when locum posts were included in the total; the true vacancy rate in 2023 was 24.2%, almost ten percentage points greater than the initial vacancy rate that excluded locum posts, 3.7 percentage points greater than the true vacancy rate in 2021 (20.5%), and 4.3 percentage points greater than the rate in 2019 (19.9%).

Total workforce

798

Total number of filled psychiatrist posts

590

Total number of filled consultant posts

171

Total number of filled specialty and specialist (SAS) doctor posts

37

Total number of filled clinical fellow (CF) posts

287

Total FT substantive consultant posts

232

Total PT substantive consultant posts

71

Total locum consultant posts

72

Total FT substantive SAS doctor posts

84

Total PT substantive SAS doctor posts

15

Total locum SAS doctor posts

29

Total FT substantive CF posts

6

Total PT substantive CF posts

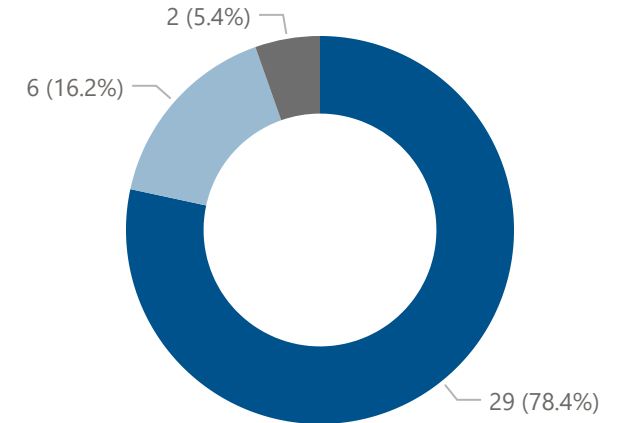
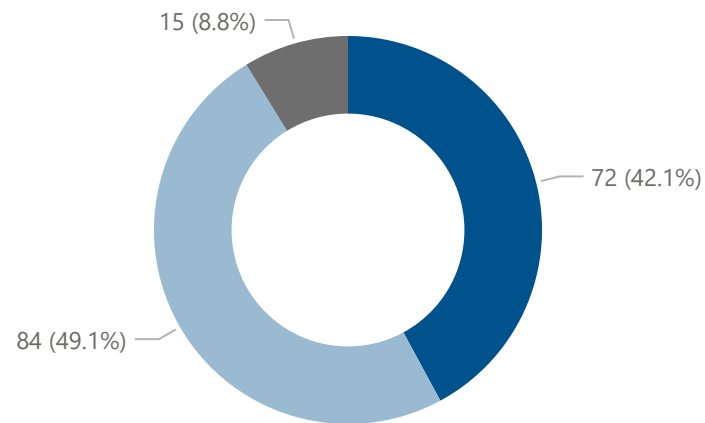
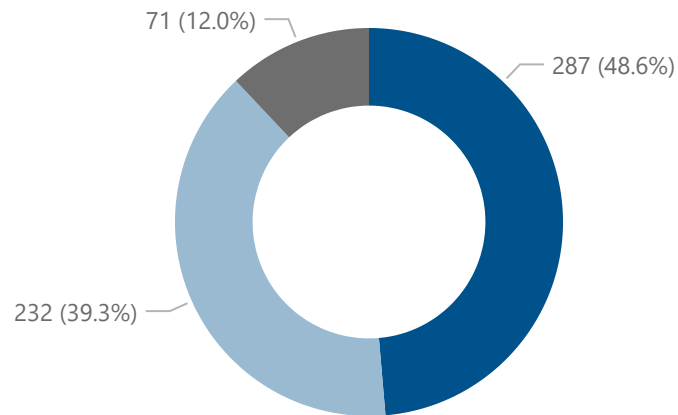
2

Total locum CF posts

● FT sub consultants ● PT sub consultants ● Locum consultants

● FT sub SAS doctors ● PT sub SAS doctors ● Locum SAS doctors

● FT sub CFs ● PT sub CFs ● Locum CFs



Consultants

519

Total number of substantive consultant posts

71

Total number of locum consultant posts

105

Total number of vacant consultant posts

15.1%

% of vacant consultant posts

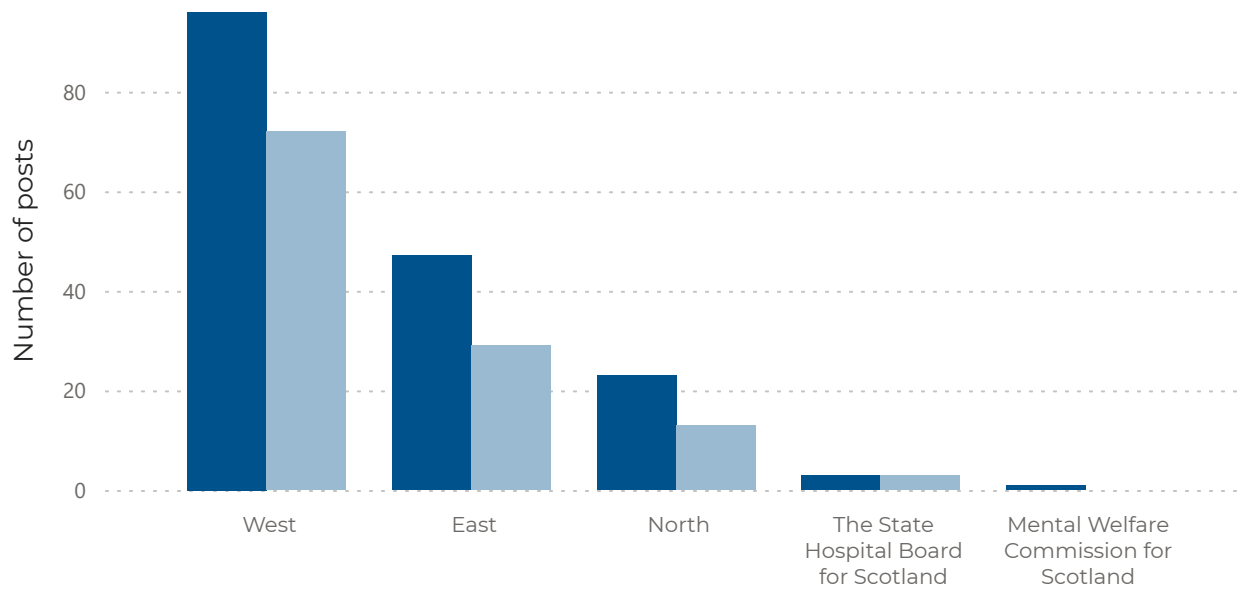
25.3%

% of locum and vacant 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
▲															
☐ Scotland	170	117	287	79	153	232	30	12	42	19	10	29	65	40	105
East	47	29	76	13	36	49	3	2	5	3	2	5	11	12	23
North	23	13	36	14	15	29	15	4	19	3	3	6	7	3	10
West	96	72	168	49	97	146	12	6	18	13	4	17	47	25	72
Mental Welfare Commission for Scotland	1		1		3	3					1	1			
The State Hospital Board for Scotland	3	3	6	3	2	5									
Total	170	117	287	79	153	232	30	12	42	19	10	29	65	40	105

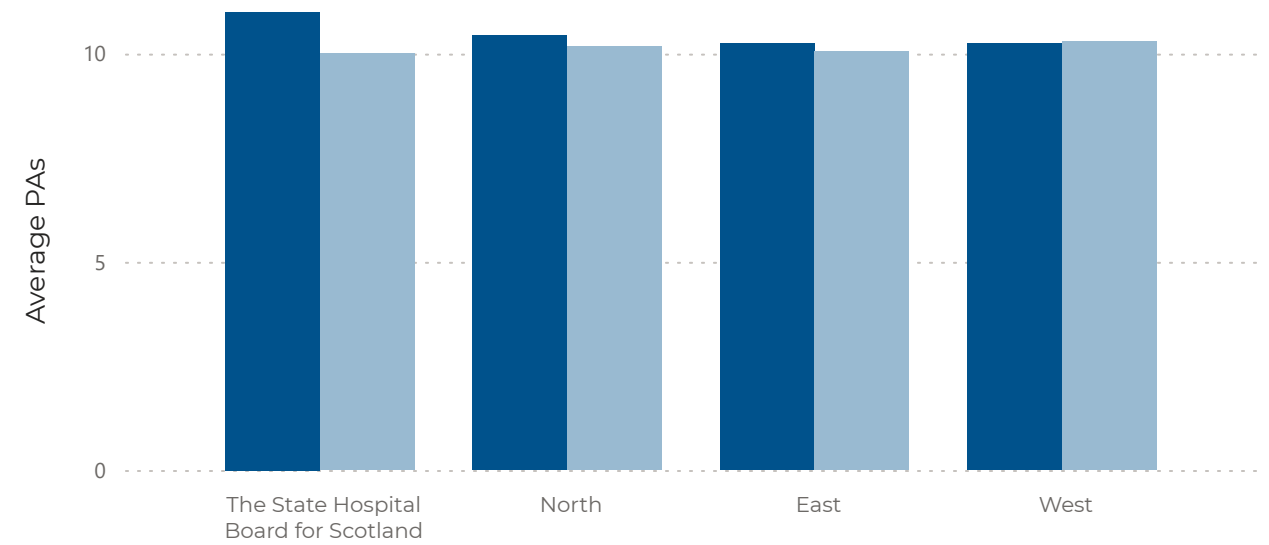
Full-time substantive consultant posts by gender and region

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



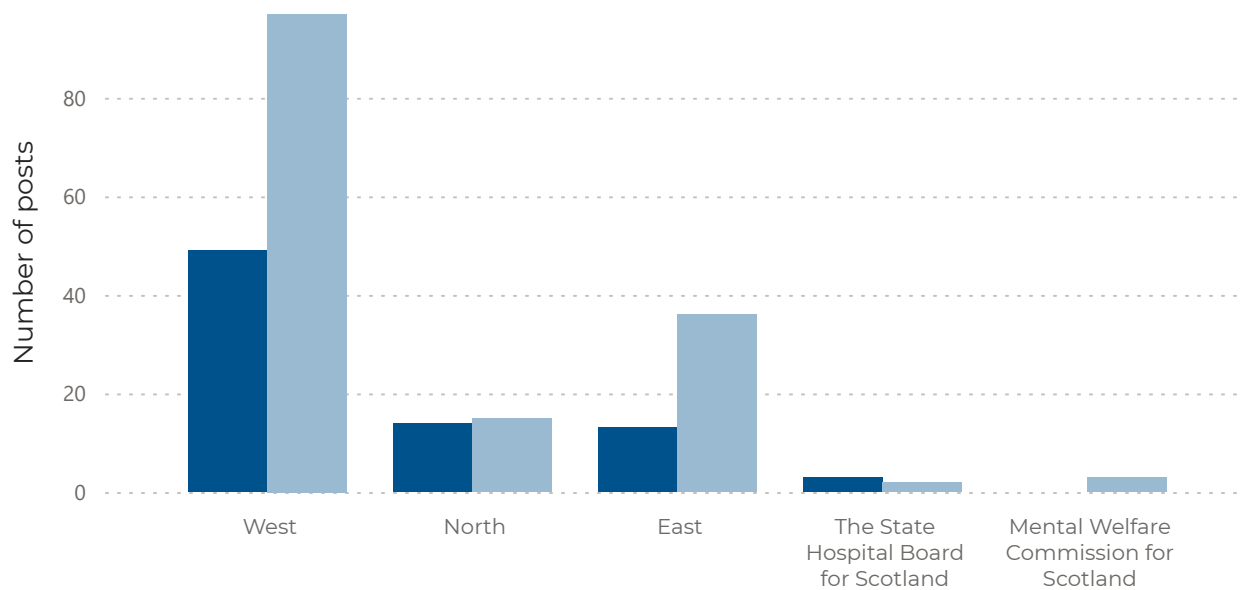
Average number of paid PAs, full-time substantive consultant posts, by gender and region

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



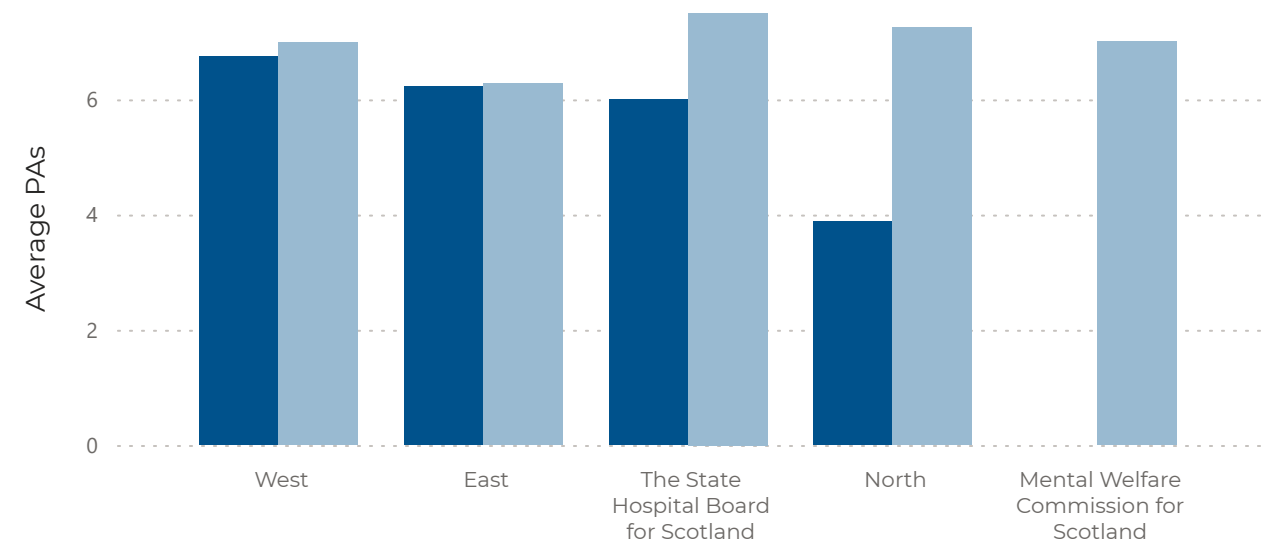
Part-time substantive consultant posts by gender and region

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

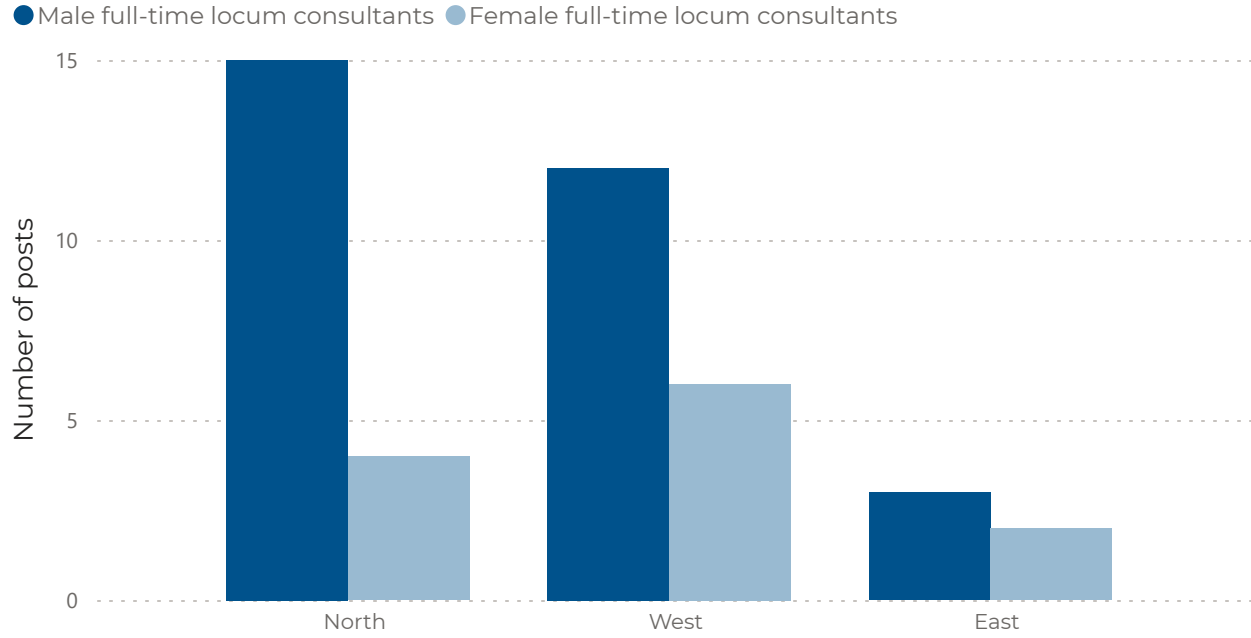


Average number of paid PAs, part-time substantive consultant posts, by gender and region

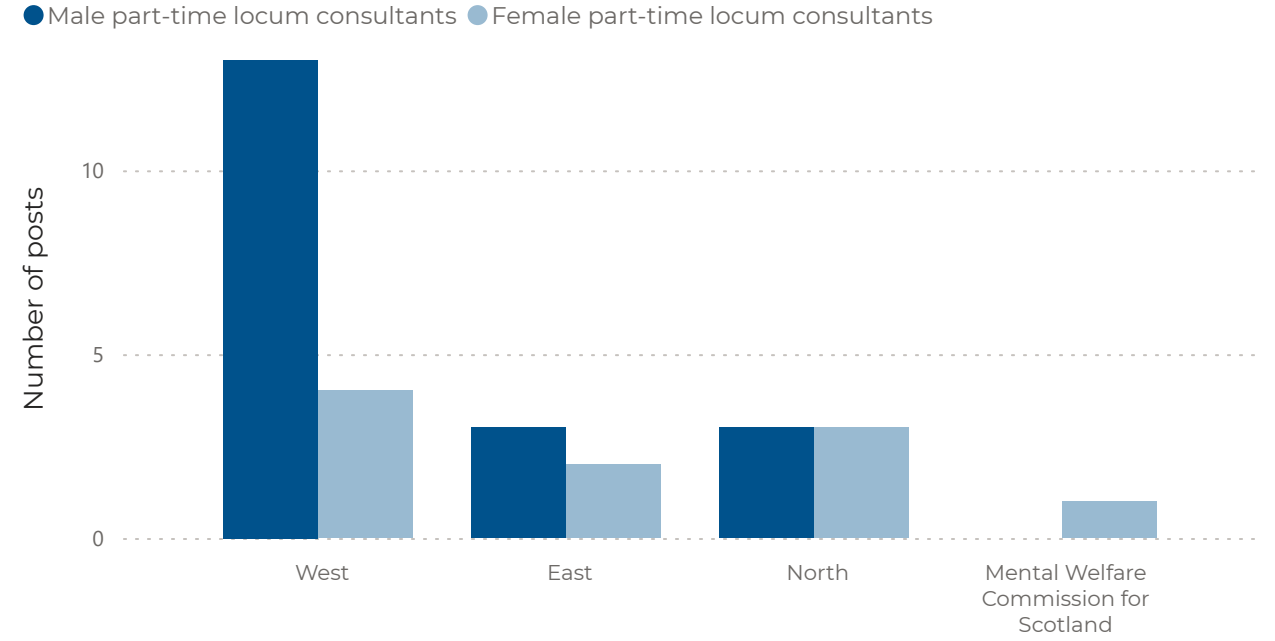
● Male part-time substantive consultants ● Female part-time substantive consultants



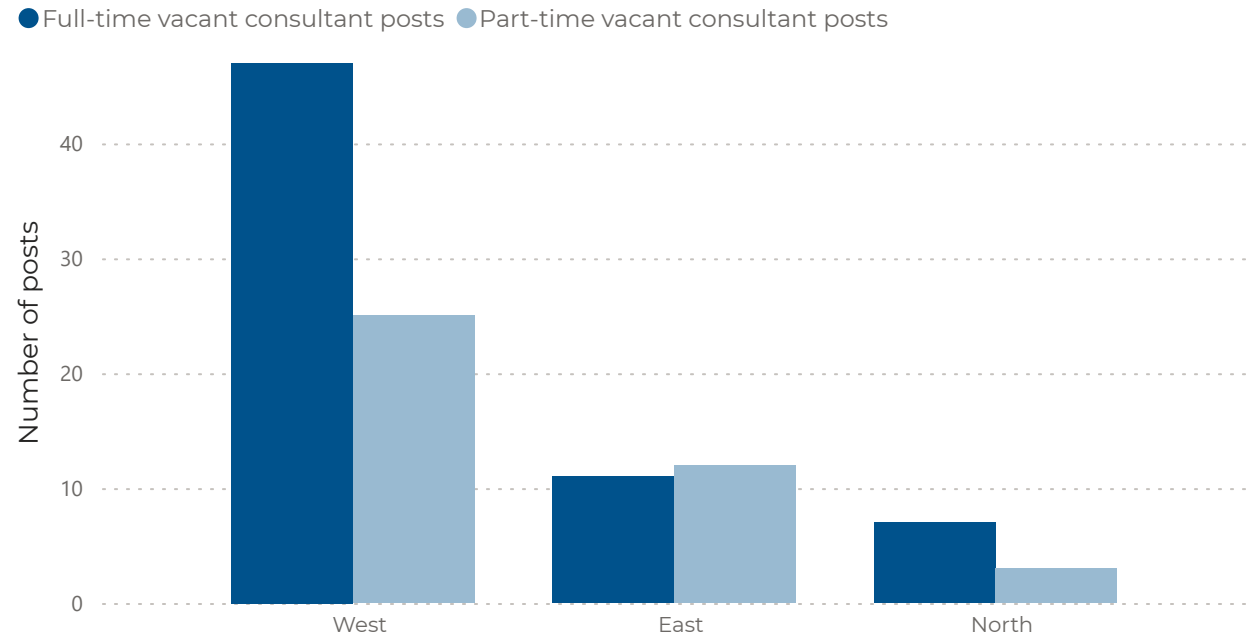
Full-time locum consultant posts by gender and region



Part-time locum consultant posts by gender and region



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



Academic 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	Male full-time academic locum cons	Female full-time academic locum cons	Total full-time academic locum cons	Male part-time academic locum cons	Female part-time academic locum cons	Total part-time academic locum cons	Full-time vacant academic cons posts	Part-time vacant academic cons posts	Total vacant academic cons posts
Scotland	8		8	5	2	7	1			1					
East	8		8				1			1					
North				3		3									
West				2	1	3									
The State Hospital Board for Scotland					1	1									
Total	8		8	5	2	7	1			1					

Country	PAs male full-time academic sub cons	PAs female full-time academic sub cons	PAs male part-time academic sub cons	PAs female part-time academic sub cons
Scotland	11.0		2.7	5.5
East	11.0			
North			1.5	
West			5.0	5.0
The State Hospital Board for Scotland				6.0
Total	11.0		2.7	5.5

16

Total number of academic consultant posts

0.0%

% of vacant academic consultant posts

6.3%

% of locum and vacant academic consultant posts

Addictions consultants

Country	Male full-time additions sub cons	Female full-time additions sub cons	Total full-time additions sub cons	Male part-time additions sub cons	Female part-time additions sub cons	Total part-time additions sub cons	Male full-time additions locum cons	Female full-time additions locum cons	Total full-time additions locum cons	Male part-time additions locum cons	Female part-time additions locum cons	Total part-time additions locum cons	Full-time vacant additions cons posts	Part-time vacant additions cons posts	Total vacant additions cons posts
Scotland	15	7	22	4	7	11	2	1	3	3		3	5	3	8
East	3	3	6		3	3	1	1	2				2	1	3
North	3		3				1		1	1			1	1	2
West	9	4	13	4	4	8					2		2	2	3
Total	15	7	22	4	7	11	2	1	3	3		3	5	3	8

Country	PAs male full-time additions sub cons	PAs female full-time additions sub cons	PAs male part-time additions sub cons	PAs female part-time additions sub cons
Scotland	10.3	10.0	7.7	7.7
East	10.5	10.0		6.0
North	10.0			
West	10.4	10.0	7.7	8.5
Total	10.3	10.0	7.7	7.7

39

Total number of addictions consultant posts

17.0%

% of vacant addictions consultant posts

29.8%

% of locum and vacant addictions consultant posts

CAMHS consultants

Country	Male full-time CAMHS sub cons	Female full-time CAMHS sub cons	Total full-time CAMHS sub cons	Male part-time CAMHS sub cons	Female part-time CAMHS sub cons	Total part-time CAMHS sub cons	Male full-time CAMHS locum cons	Female full-time CAMHS locum cons	Total full-time CAMHS locum cons	Male part-time CAMHS locum cons	Female part-time CAMHS locum cons	Total part-time CAMHS locum cons	Full-time vacant CAMHS cons posts	Part-time vacant CAMHS cons posts	Total vacant CAMHS cons posts
Scotland	16	22	38	3	26	29	1	1					10	10	20
East	2	5	7	2	6	8							1	1	3
North	3	5	8		5	5									1
West	11	12	23	1	15	16	1	1					6	8	14
Total	16	22	38	3	26	29	1	1					10	10	20

Country	PAs male full-time CAMHS sub cons	PAs female full-time CAMHS sub cons	PAs male part-time CAMHS sub cons	PAs female part-time CAMHS sub cons
Scotland	10.1	10.0	5.0	7.4
East	10.0	10.0	8.0	7.0
North	10.0	10.0		6.0
West	10.2	10.0	2.0	8.0
Total	10.1	10.0	5.0	7.4

69
CAMHS consultant posts

22.5%
% vacant consultant posts

24.7%
% locum and vacant consultant posts

Eating disorders 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
Scotland	3	3	6	1		1							1	1	2
East	2		2												
North		2	2	1		1									
West	1	1	2										1	1	2
Total	3	3	6	1		1							1	1	2

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
Scotland	10.0	10.3	5.0	
East	10.0			
North		10.0	5.0	
West	10.0	11.0		
Total	10.0	10.3	5.0	

7
Total number of ED consultant posts

22.2%
% of vacant ED consultant posts

22.2%
% of locum and vacant ED consultant posts

Forensic 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
Scotland	15	11	26	9	10	19				3		3	4	2	6
East	3	2	5	1		1									1
North	1	2	3	1		1				1		1	1		1
West	8	4	12	5	9	14				2		2	3	1	4
The State Hospital Board for Scotland	3	3	6	2	1	3									
Total	15	11	26	9	10	19				3		3	4	2	6

Country	PA's male full-time forensic sub cons	PA's female full-time forensic sub cons	PA's male part-time forensic sub cons	PA's female part-time forensic sub cons
Scotland	10.5	10.9	7.4	8.0
East	11.0	11.0	6.0	
North	10.0	11.0	8.0	
West	10.0	11.0	7.8	7.7
The State Hospital Board for Scotland	11.0	10.0	7.0	9.0
Total	10.5	10.9	7.4	8.0

48

Total number of forensic consultant posts

11.1%

% of vacant forensic consultant posts

16.7%

% of locum and vacant forensic consultant posts

General adult consultants

Country	Male full-time general sub cons	Female full-time general sub cons	Total full-time general sub cons	Male part-time general sub cons	Female part-time general sub cons	Total part-time general sub cons	Male full-time general locum cons	Female full-time general locum cons	Total full-time general locum cons	Male part-time general locum cons	Female part-time general locum cons	Total part-time general locum cons	Full-time vacant general cons posts	Part-time vacant general cons posts	Total vacant general cons posts
Scotland	56	36	92	27	49	76	13	9	22	4	6	10	32	11	43
East	15	7	22	3	8	11		1	1	1	1	2	4	3	7
North	7	2	9	4	4	8	5	4	9	1	2	3	3		3
West	33	27	60	20	34	54	8	4	12	2	2	4	25	8	33
Mental Welfare Commission for Scotland	1		1		3	3					1	1			
Total	56	36	92	27	49	76	13	9	22	4	6	10	32	11	43

Country	PAs male full-time general sub cons	PAs female full-time general sub cons	PAs male part-time general sub cons	PAs female part-time general sub cons
Scotland	10.3	10.0	6.0	6.1
East	10.0	10.0	7.0	3.7
North	10.0	10.0	5.0	8.0
West	10.4	10.0	6.2	6.6
Mental Welfare Commission for Scotland				7.0
Total	10.3	10.0	6.0	6.1

200

General consultant posts

17.7%

% vacant consultant posts

30.9%

% locum and vacant consultant posts

Intellectual disability 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
Scotland	10	8	18	6	13	19	3		3	2		2	1	3	4
East	3	2	5	2	4	6									
North	2		2				2		2					1	1
West	5	6	11	4	9	13	1		1	2		2	1	2	3
Total	10	8	18	6	13	19	3		3	2		2	1	3	4

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
Scotland	10.7	10.3	7.0	7.3
East	10.5	10.0	6.0	8.0
North	11.0			
West	10.7	10.3	7.3	7.0
Total	10.7	10.3	7.0	7.3

42
Total number of ID consultant posts

8.7%
% of vacant ID consultant posts

19.6%
% of locum and vacant ID consultant posts

Liaison 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	
Scotland	11	6	17	3	8	11				1		1	1	1	3	4
East	5	3	8	1	4	5									1	1
North	1		1	1		1								1	1	2
West	5	3	8	1	4	5				1		1			1	1
Total	11	6	17	3	8	11				1		1	1	1	3	4

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
Scotland	10.0	10.0	4.3	7.0
East	10.0	10.0	4.0	7.0
North	10.0		5.0	
West	10.0	10.0	4.0	7.0
Total	10.0	10.0	4.3	7.0

29

Total number of liaison consultant posts

12.1%

% of vacant liaison consultant posts

15.2%

% of locum and vacant 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
Scotland	4		4	6	11	17				1			1		1
East				1	4	5				1			1		1
North	1		1	2	2	4									
West	3		3	2	5	7									
The State Hospital Board for Scotland				1		1									
Total	4		4	6	11	17				1			1		1

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
Scotland	11.0		7.0	5.0
East			6.0	7.0
North	12.0		10.0	6.0
West	10.0		7.0	3.5
The State Hospital Board for Scotland			5.0	
Total	11.0		7.0	5.0

22
Total number of med psych consultant posts

4.3%
% of vacant med psych consultant posts

8.7%
% of locum and vacant med psych consultant posts

Neuropsychiatry consultants

Country	Male full-time neuropsych sub cons	Female full-time neuropsych sub cons	Total full-time neuropsych sub cons	Male part-time neuropsych sub cons	Female part-time neuropsych sub cons	Total part-time neuropsych sub cons	Male full-time neuropsych locum cons	Female full-time neuropsych locum cons	Total full-time neuropsych locum cons	Male part-time neuropsych locum cons	Female part-time neuropsych locum cons	Total part-time neuropsych locum cons	Full-time vacant neuropsych cons posts	Part-time vacant neuropsych cons posts	Total vacant neuropsych cons posts
Scotland				1		1									
North				1		1									
Total				1		1									

Country	PAs male full-time neuropsych sub cons	PAs female full-time neuropsych sub cons	PAs male part-time neuropsych sub cons	PAs female part-time neuropsych sub cons
Scotland				2.0
North				2.0
Total				2.0

1
Total number of neuropsychiatry consultant posts

0.0%
% of vacant neuropsychiatry consultant posts

0.0%
% of locum and vacant neuropsychiatry consultant pos...

Old age 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
Scotland	27	20	47	9	19	28	11	1	12	4	3	7	11	4	15
East	5	4	9	1	4	5	1		1	1		1	2	2	4
North	3	2	5	1	3	4	7		7			1	1		
West	19	14	33	7	12	19	3	1	4	3	2	5	9	2	11
Total	27	20	47	9	19	28	11	1	12	4	3	7	11	4	15

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
Scotland	10.4	10.2	8.4	7.7
East	11.0	10.0	7.0	8.0
North	10.5	10.0	8.0	6.0
West	10.2	10.3	9.0	8.0
Total	10.4	10.2	8.4	7.7

94

Old age consultant posts

13.8%

% vacant consultant posts

31.2%

% locum and vacant consultant posts

Perinatal 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
▲															
☒ Scotland	3	1	4	1	4	5								1	1
East	1		1	1	2	3									
North					1	1									
West	2	1	3		1	1								1	1
Total	3	1	4	1	4	5								1	1

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
▲				
☒ Scotland	10.0	10.0	8.0	6.8
East	10.0		8.0	5.5
North				8.0
West	10.0	10.0		8.0
Total	10.0	10.0	8.0	6.8

9
Perinatal consultant posts

10.0%
% vacant consultant posts

10.0%
% locum and vacant consultant posts

Rehabilitation 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
Scotland	2	3	5	4	4	8					1		1		1
East		3	3	1	1	2									1
North	2		2												
West				3	3	6				1		1			
Total	2	3	5	4	4	8				1		1			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
Scotland	10.5	10.0	6.3	6.7
East		10.0	4.0	8.0
North	10.5			
West			7.5	6.0
Total	10.5	10.0	6.3	6.7

14
Total number of rehabilitation consultant posts

6.7%
% of vacant rehabilitation consultant posts

13.3%
% of locum and vacant rehabilitation consultant posts

Consultant retirements

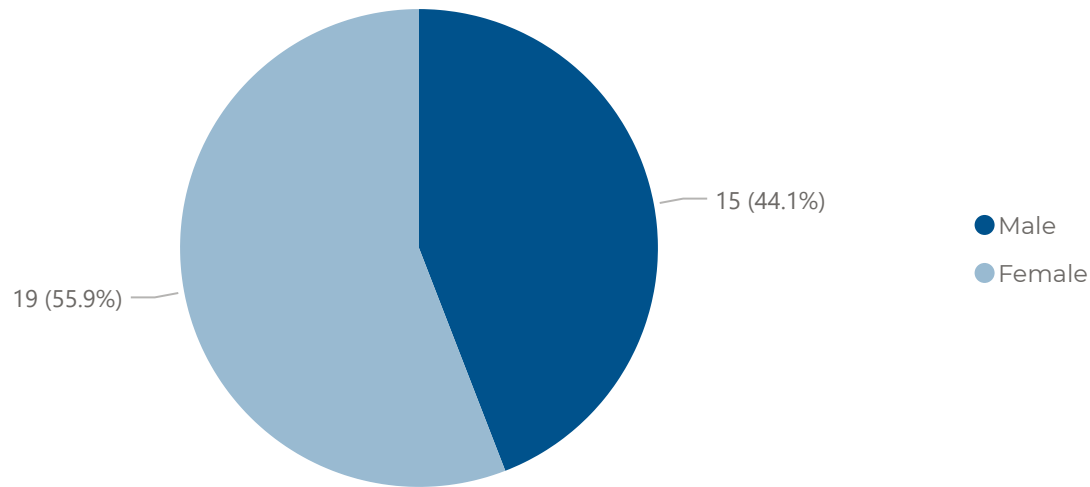
In total, 34 consultants are reported to have retired in 2022 and 2023, 44.1% and 55.9% of whom were male and female consultants, respectively. In comparison with prior years, the number of consultant retirements has increased by 47.8% from 23 retirements in 2020/21 and slightly increased by 6.3% from 32 retirements in 2018/19.

Consultant retirements

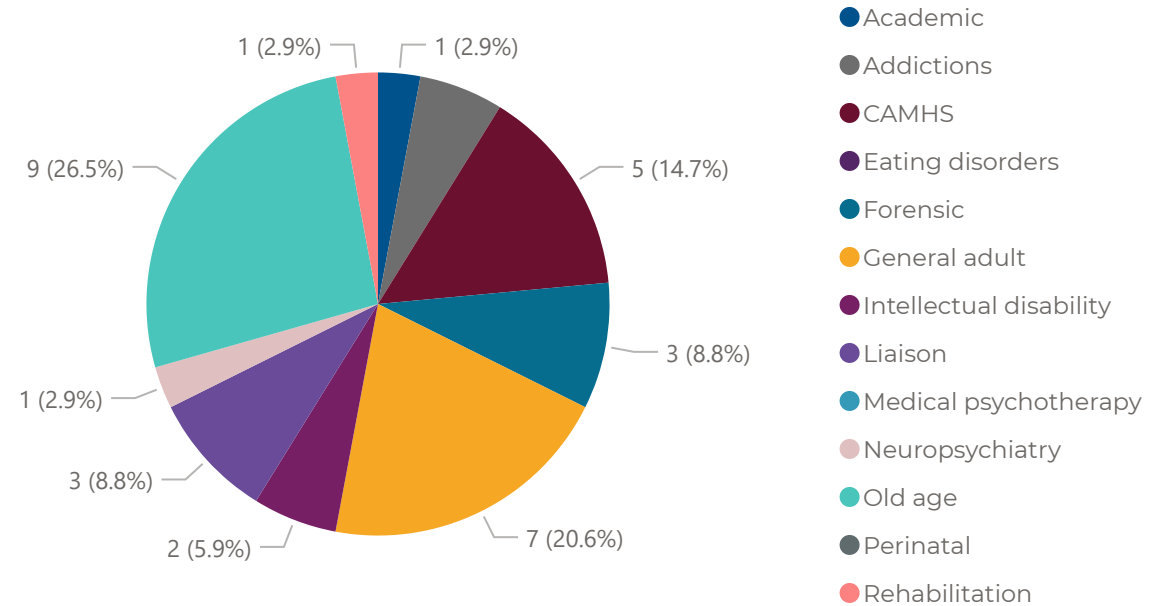
Country	Male consultant retirements in 2022	Female consultant retirements in 2022	Total consultant retirements in 2022	Male consultant retirements in 2023	Female consultant retirements in 2023	Total consultant retirements in 2023	Total consultants re-employed
Scotland	10	13	23	5	6	11	18
East	3	3	6	2	3	5	8
North	4	3	7		1	1	2
West	3	7	10	3	2	5	8
Total	10	13	23	5	6	11	18

34
Total consultant retirements
2022-2023

Total consultant retirements in 2022 and 2023 by gender



Total consultant retirements in 2022 and 2023 by specialty



SAS doctors

There were 191 SAS posts across the boards that responded to the 2023 workforce census, 171 (89.5%) of which were filled with substantive and locum doctors. This percentage can be compared to 88.0% in the 2021 census (153 of 173 posts across responding organisations), a slight increase of 1.5 percentage points, or 93.4% in the 2019 census (183 of 196 posts across responding boards), a reduction of 3.9 percentage points.

156 (91.2%) filled SAS posts were made up of substantive SAS psychiatrists, the majority of whom are female psychiatrists (59.0% female and 41.0% male). The proportion of male psychiatrists in substantive SAS posts has been trending up over time, with a male/female gender split of 36.5% and 63.5% in 2017, 37.3% and 62.7% in 2019, and 43.5% and 56.5% in 2021.

10.5% (20) SAS posts were reported as vacant or unfilled in 2023, 1.1 percentage points lower than 11.6% (20 posts) in 2021 and 3.9 percentage points greater than 6.6% (13 posts) in 2019.

7.8% (15) SAS posts were occupied by locum psychiatrists in 2023. This proportion has decreased by 14.2 percentage points over the past two years (22.0%, 38 posts in 2021) and by 0.8 percentage points since 2019 (8.7%, 17 posts). The true vacancy rate, including both locum and vacant SAS posts, is 18.3%.

The West of Scotland had the greatest proportion of vacant SAS doctor posts in 2023 with 15.4%, 7.1 percentage points higher than the proportion for the East (8.3%) and 12.5 percentage points greater than the North (2.9%). However, when accounting for locum SAS doctor posts as well, the East of Scotland had the greatest vacancy rate with 21.7%, followed by the West (18.7%) and then the North (14.7%). Please refer to Appendix E to view the SAS doctor vacancy rates by region.

The specialty with the greatest proportion of vacant SAS doctors posts was liaison psychiatry; one third (33.3%) of liaison psychiatry SAS doctor posts were vacant in 2023. A quarter (25.0%) of perinatal and forensic psychiatry SAS doctor posts were also vacant. In contrast, the following specialties had no vacant SAS doctor posts in 2023: academic psychiatry; medical psychotherapy; neuropsychiatry; and rehabilitation psychiatry. After accounting for both locum and vacant SAS doctor posts, liaison psychiatry and perinatal psychiatry still had the greatest vacancy rates, with 66.7% and 50.0% respectively. In comparison, academic psychiatry, medical psychotherapy, neuropsychiatry, and rehabilitation psychiatry had no vacant or locum posts in 2023, while addictions psychiatry had a true vacancy rate of 11.5% (almost six times lower the rate for liaison psychiatry). The SAS doctor vacancy rates by specialty are documented in Appendix F.

To allow for a more accurate understanding of workforce trends across Scotland over the past few years, the figures submitted by the seven health boards and organisations, who have consistently returned data for the last three censuses, have been collated and analysed. Please refer to Appendix D for the list of organisations that returned data for the 2019, 2021 and 2023 censuses and Appendix G for their combined SAS doctor vacancy rates.

When comparing findings from the most recent censuses, the proportion of vacant SAS posts appears to rise each census year. The greatest proportion of vacant SAS doctor posts was reported in 2023 (13.9%), 4.6 percentage points greater than the 2021 census (9.3%) and 11.9 percentage points greater than the 2019 census (2.0%). However, while the true vacancy rate has increased over the past four years from 6.1% in 2019 to 20.0% in 2023, there was a reduction of 4.3 percentage points in the proportion of locum and vacant SAS doctor posts in the last two years (24.3% in 2021).

SAS doctors

156

Total number of substantive SAS doctor posts

15

Total number of locum SAS doctor posts

20

Total number of vacant SAS doctor posts

10.5%

% of vacant SAS doctor posts

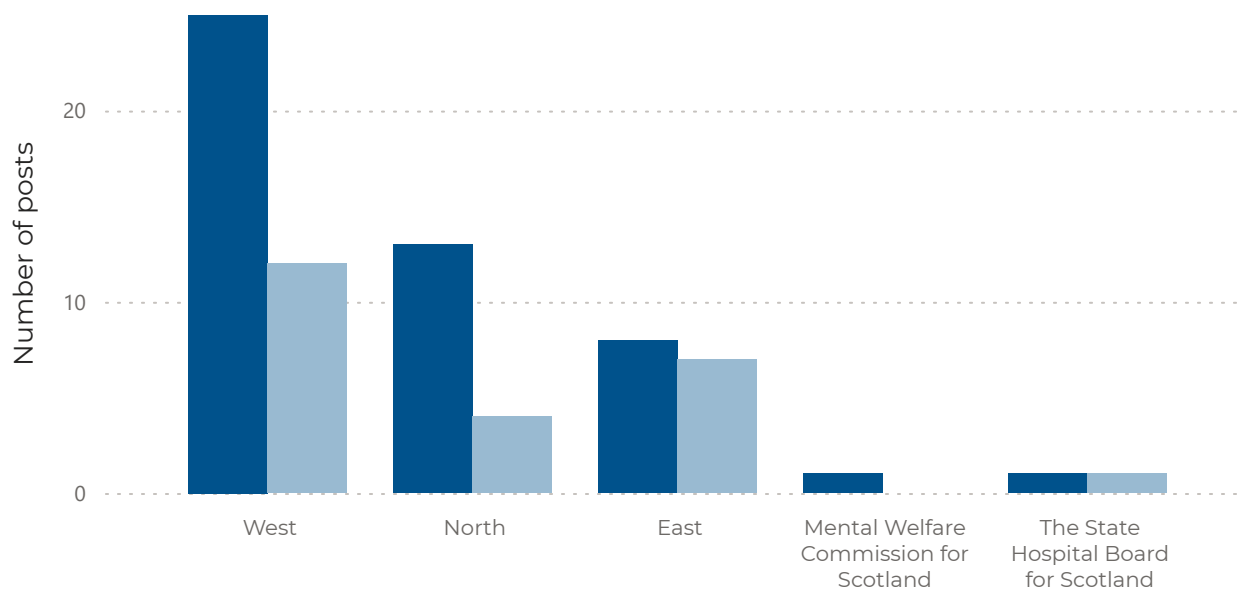
18.3%

% of locum and vacant 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	Male full-time locum SAS doctors	Female full-time locum SAS doctors	Total full-time locum SAS doctors	Male part-time locum SAS doctors	Female part-time locum SAS doctors	Total part-time locum SAS doctors	Full-time vacant SAS doctor posts	Part-time vacant SAS doctor posts	Total vacant SAS doctor posts
Scotland	48	24	72	16	68	84	2		2	5	8	13	8	12	20
East	8	7	15	7	25	32	1		1	2	5	7	1	4	5
North	13	4	17	2	10	12				1	3	4		1	1
West	25	12	37	7	30	37	1		1	2		2	7	7	14
Mental Welfare Commission for Scotland	1		1		2	2									
The State Hospital Board for Scotland	1	1	2		1	1									
Total	48	24	72	16	68	84	2		2	5	8	13	8	12	20

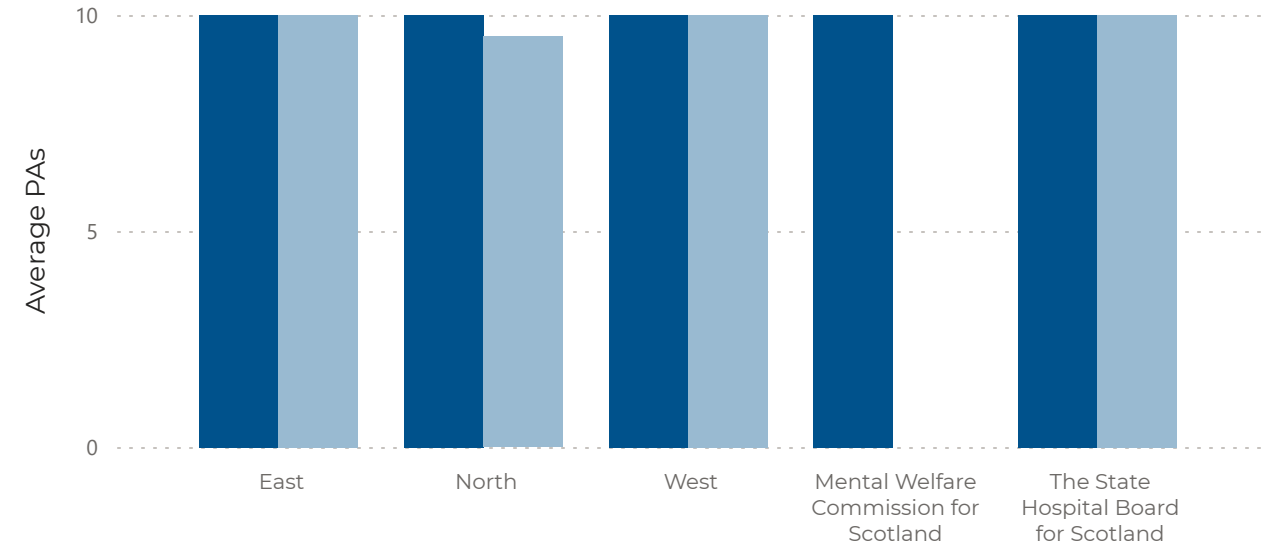
Full-time substantive SAS doctor posts by gender and region

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



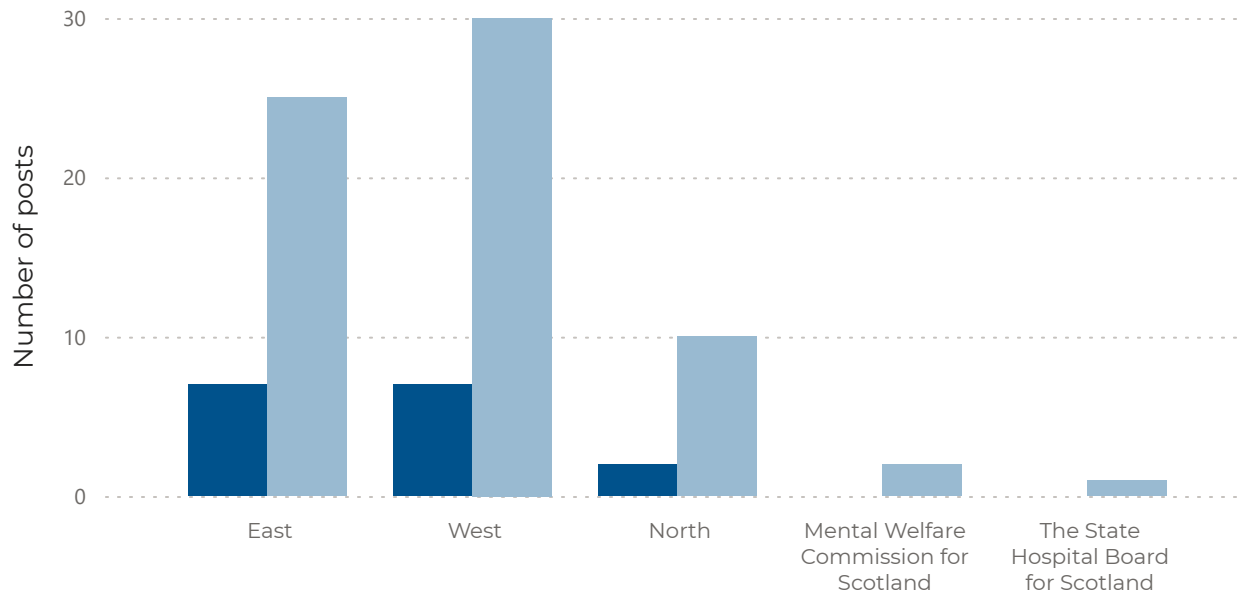
Average number of paid PAs, full-time substantive SAS doctor posts, by gender and region

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



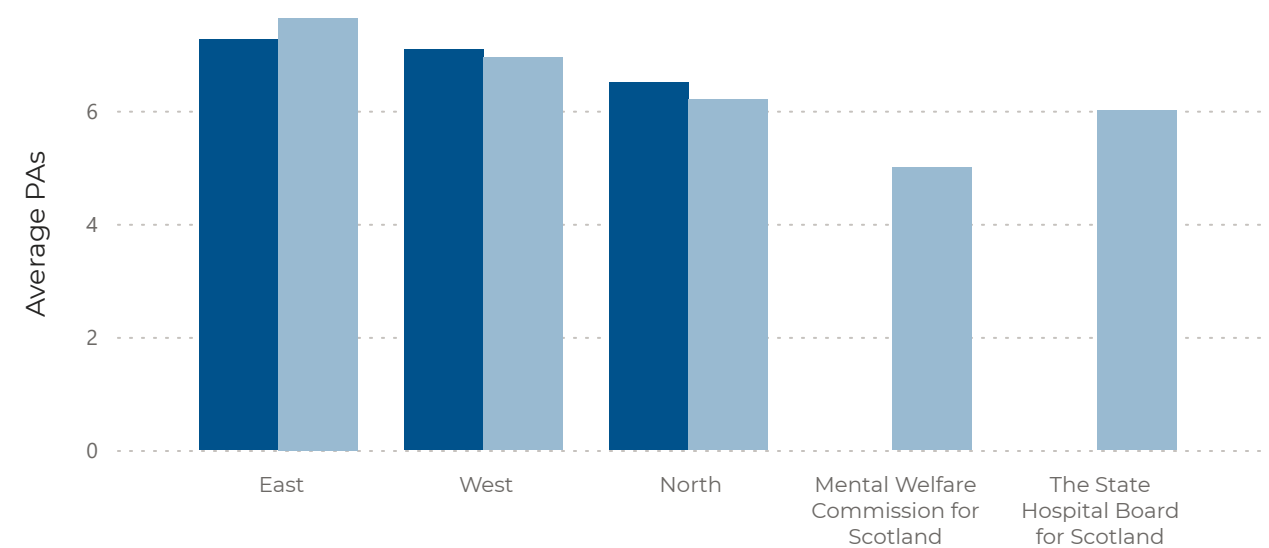
Part-time substantive SAS doctor posts by gender and region

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



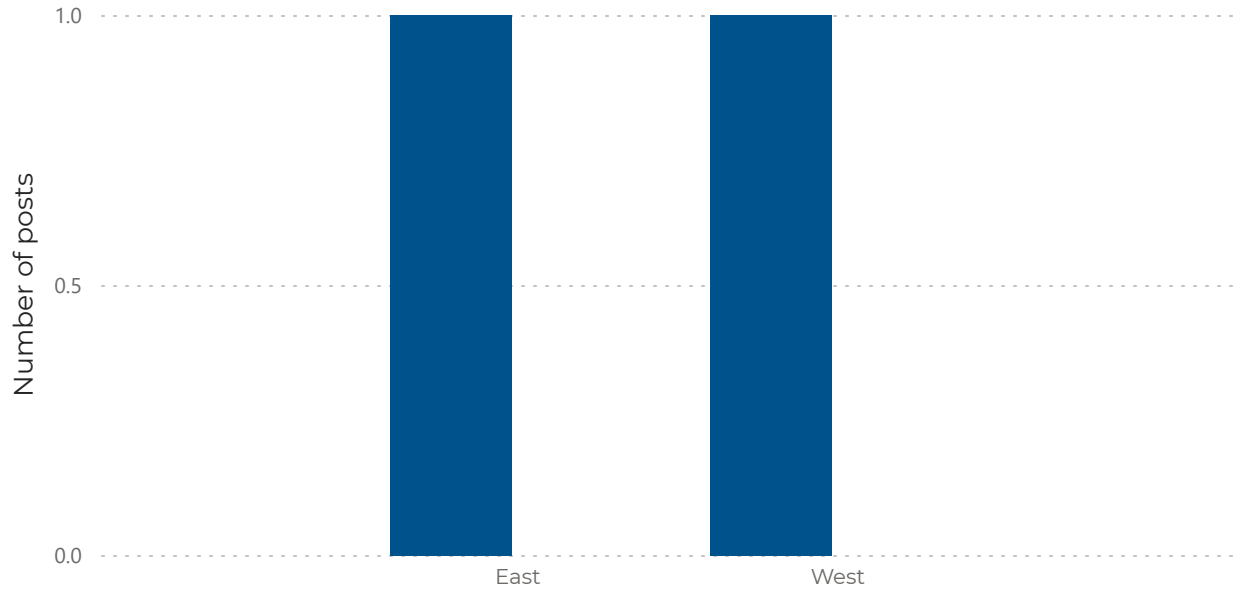
Average number of paid PAs, part-time substantive SAS doctor posts, by gender and region

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



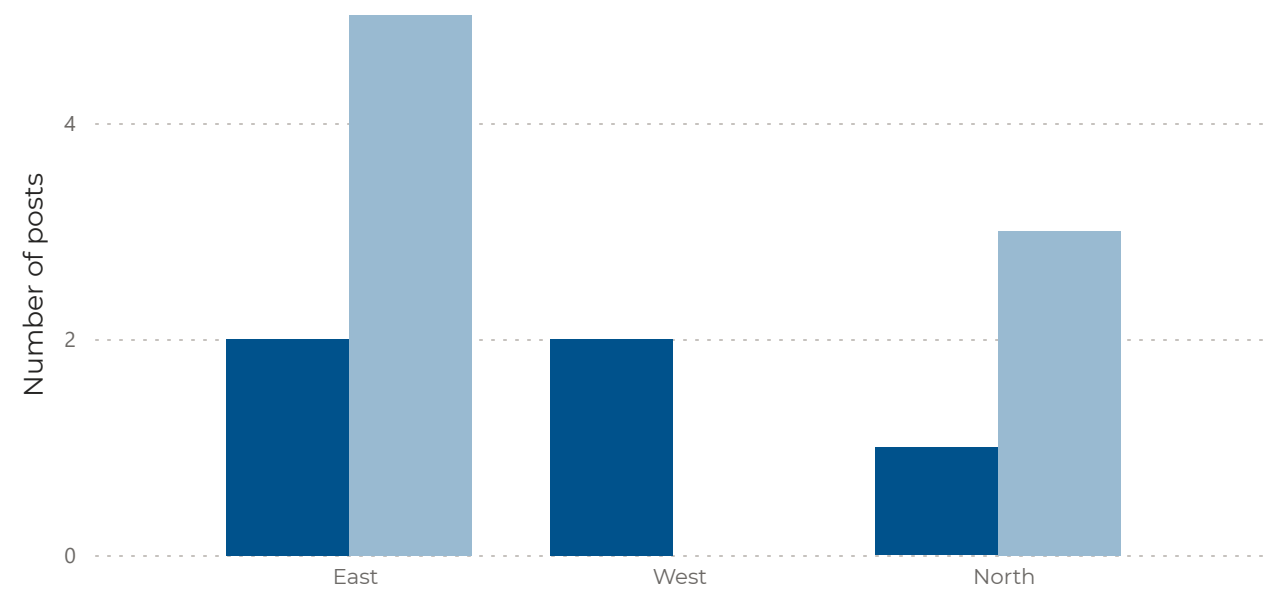
Full-time locum SAS doctor posts by gender and region

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



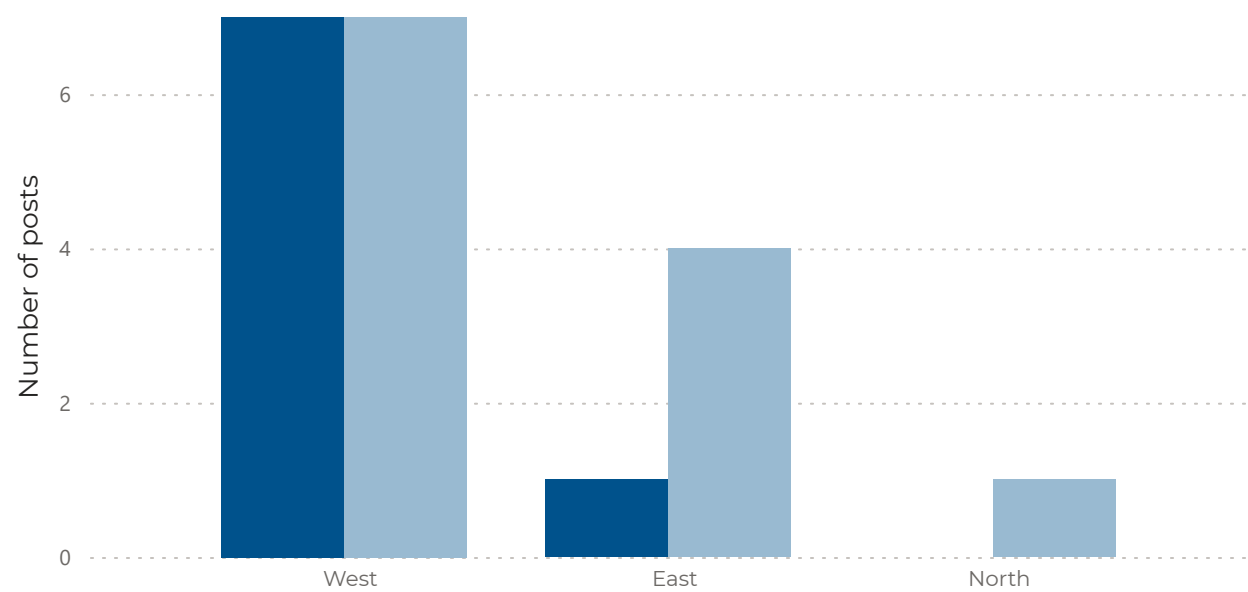
Part-time locum SAS doctor posts by gender and region

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



Full-time and part-time vacant SAS doctor posts by region

● Full-time vacant SAS doctor posts ● Part-time vacant SAS doctor posts



Academic SAS doctors

Country	Male full-time academic sub SAS	Female full-time academic sub SAS	Total full-time academic sub SAS	Male part-time academic sub SAS	Female part-time academic sub SAS	Total part-time academic sub SAS	Male full-time academic locum SAS	Female full-time academic locum SAS	Total full-time academic locum SAS	Male part-time academic locum SAS	Female part-time academic locum SAS	Total part-time academic locum SAS	Full-time vacant academic SAS posts	Part-time vacant academic SAS posts	Total vacant academic SAS posts
Total															

Country	PAs male full-time academic sub SAS	PAs female full-time academic sub SAS	PAs male part-time academic sub SAS	PAs female part-time academic sub SAS
Total				

0
Total number of academic SAS doctor posts

0.0%
% of vacant academic SAS doctor posts

0.0%
% of locum and vacant academic SAS doctor posts

Additions SAS doctors

Country	Male full-time additions sub SAS	Female full-time additions sub SAS	Total full-time additions sub SAS	Male part-time additions sub SAS	Female part-time additions sub SAS	Total part-time additions sub SAS	Male full-time additions locum SAS	Female full-time additions locum SAS	Total full-time additions locum SAS	Male part-time additions locum SAS	Female part-time additions locum SAS	Total part-time additions locum SAS	Full-time vacant additions SAS posts	Part-time vacant additions SAS posts	Total vacant additions SAS posts
Scotland	11	1	12	4	7	11	1		1	1			1	1	1
East				2	2	4				1			1		1
North	4	1	5		1	1									
West	7		7	2	4	6	1		1						
Total	11	1	12	4	7	11	1		1	1			1	1	1

Country	PAs male full-time additions sub SAS	PAs female full-time additions sub SAS	PAs male part-time additions sub SAS	PAs female part-time additions sub SAS
Scotland	10.0	8.0	7.7	7.3
East			7.0	7.0
North	10.0	8.0		5.0
West	10.0		8.0	8.5
Total	10.0	8.0	7.7	7.3

25

Total number of additions SAS doctor posts

3.8%

% of vacant additions SAS doctor posts

11.5%

% of locum and vacant additions SAS doctor posts

CAMHS SAS doctors

Country	Male full-time CAMHS sub SAS	Female full-time CAMHS sub SAS	Total full-time CAMHS sub SAS	Male part-time CAMHS sub SAS	Female part-time CAMHS sub SAS	Total part-time CAMHS sub SAS	Male full-time CAMHS locum SAS	Female full-time CAMHS locum SAS	Total full-time CAMHS locum SAS	Male part-time CAMHS locum SAS	Female part-time CAMHS locum SAS	Total part-time CAMHS locum SAS	Full-time vacant CAMHS SAS posts	Part-time vacant CAMHS SAS posts	Total vacant CAMHS SAS posts	
Scotland	4	4	8	3	16	19							1	1	6	6
East	1	2	3	2	11	13							1	1		
North	2		2		2	2										
West	1	2	3	1	3	4									6	6
Total	4	4	8	3	16	19							1	1	6	6

Country	PAs male full-time CAMHS sub SAS	PAs female full-time CAMHS sub SAS	PAs male part-time CAMHS sub SAS	PAs female part-time CAMHS sub SAS
Scotland	10.0	10.0	7.0	6.2
East	10.0	10.0	6.0	6.0
North	10.0			7.0
West	10.0	10.0	8.0	6.0
Total	10.0	10.0	7.0	6.2

28

Total number of CAMHS SAS doctor posts

17.6%

% of vacant CAMHS SAS doctor posts

20.6%

% of locum and vacant CAMHS SAS doctor posts

Eating disorders SAS doctors

Country	Male full-time ED sub SAS	Female full-time ED sub SAS	Total full-time ED sub SAS	Male part-time ED sub SAS	Female part-time ED sub SAS	Total part-time ED sub SAS	Male full-time ED locum SAS	Female full-time ED locum SAS	Total full-time ED locum SAS	Male part-time ED locum SAS	Female part-time ED locum SAS	Total part-time ED locum SAS	Full-time vacant ED SAS posts	Part-time vacant ED SAS posts	Total vacant ED SAS posts
Scotland		1	1		5	5							1	1	1
East		1	1		1	1							1	1	1
North					3	3									
West					1	1									
Total		1	1		5	5							1	1	1

Country	PAs male full-time ED sub SAS	PAs female full-time ED sub SAS	PAs male part-time ED sub SAS	PAs female part-time ED sub SAS
Scotland			10.0	6.8
East			10.0	9.0
North				5.5
West				7.0
Total			10.0	6.8

7
Total number of ED SAS doctor posts

12.5%
% of vacant ED SAS doctor posts

25.0%
% of locum and vacant ED SAS doctor posts

Forensic SAS doctors

Country	Male full-time forensic sub SAS	Female full-time forensic sub SAS	Total full-time forensic sub SAS	Male part-time forensic sub SAS	Female part-time forensic sub SAS	Total part-time forensic sub SAS	Male full-time forensic locum SAS	Female full-time forensic locum SAS	Total full-time forensic locum SAS	Male part-time forensic locum SAS	Female part-time forensic locum SAS	Total part-time forensic locum SAS	Full-time vacant forensic SAS posts	Part-time vacant forensic SAS posts	Total vacant forensic SAS posts
Scotland	1	1	2		1	1							1		1
West													1		1
The State Hospital Board for Scotland	1	1	2		1	1									
Total	1	1	2		1	1							1		1

Country	PAs male full-time forensic sub SAS	PAs female full-time forensic sub SAS	PAs male part-time forensic sub SAS	PAs female part-time forensic sub SAS
Scotland	10.0	10.0		6.0
The State Hospital Board for Scotland	10.0	10.0		6.0
Total	10.0	10.0		6.0

3
Forensic SAS doctor posts

25.0%
% vacant SAS doctor posts

25.0%
% of locum and vacant forensic SAS doctor posts

General adult SAS doctors

Country	Male full-time general sub SAS	Female full-time general sub SAS	Total full-time general sub SAS	Male part-time general sub SAS	Female part-time general sub SAS	Total part-time general sub SAS	Male full-time general locum SAS	Female full-time general locum SAS	Total full-time general locum SAS	Male part-time general locum SAS	Female part-time general locum SAS	Total part-time general locum SAS	Full-time vacant general SAS posts	Part-time vacant general SAS posts	Total vacant general SAS posts
Scotland	16	8	24	6	16	22	1		1	1	3	4	2	1	3
East	4	2	6	1	2	3	1		1			2			1
North	5		5	2	2	4				1	1	2			
West	6	6	12	3	10	13								2	
Mental Welfare Commission for Scotland	1		1		2	2									
Total	16	8	24	6	16	22	1		1	1	3	4	2	1	3

Country	PAs male full-time general sub SAS	PAs female full-time general sub SAS	PAs male part-time general sub SAS	PAs female part-time general sub SAS
Scotland	10.0	10.0	7.0	7.6
East	10.0	10.0	9.0	9.0
North	10.0		6.0	7.5
West	10.0	10.0	6.7	8.0
Mental Welfare Commission for Scotland	10.0			5.0
Total	10.0	10.0	7.0	7.6

51

General SAS doctor posts

5.6%

% vacant SAS doctor posts

14.8%

% locum and vacant SAS doctor posts

Intellectual disability SAS doctors

Country	Male full-time ID sub SAS	Female full-time ID sub SAS	Total full-time ID sub SAS	Male part-time ID sub SAS	Female part-time ID sub SAS	Total part-time ID sub SAS	Male full-time ID locum SAS	Female full-time ID locum SAS	Total full-time ID locum SAS	Male part-time ID locum SAS	Female part-time ID locum SAS	Total part-time ID locum SAS	Full-time vacant general SAS posts	Part-time vacant general SAS posts	Total vacant general SAS posts
Scotland	2	1	3		5	5					1		1	2	2
East	1		1		4	4									
West	1	1	2		1	1				1		1		2	2
Total	2	1	3		5	5				1		1		2	2

Country	PAs male full-time ID sub SAS	PAs female full-time ID sub SAS	PAs male part-time ID sub SAS	PAs female part-time ID sub SAS
Scotland	10.0	10.0		7.3
East	10.0			8.5
West	10.0	10.0		5.0
Total	10.0	10.0		7.3

9
Total number of ID SAS doctor posts

18.2%
% of vacant ID SAS doctor posts

27.3%
% of locum and vacant ID SAS doctor posts

Liaison SAS doctors

Country	Male full-time liaison sub SAS	Female full-time liaison sub SAS	Total full-time liaison sub SAS	Male part-time liaison sub SAS	Female part-time liaison sub SAS	Total part-time liaison sub SAS	Male full-time liaison locum SAS	Female full-time liaison locum SAS	Total full-time liaison locum SAS	Male part-time liaison locum SAS	Female part-time liaison locum SAS	Total part-time liaison locum SAS	Full-time vacant liaison SAS posts	Part-time vacant liaison SAS posts	Total vacant liaison SAS posts
Scotland					1	1						1			1
North					1	1									
West										1		1		1	1
Total					1	1				1		1		1	1

Country	PAs male full-time liaison sub SAS	PAs female full-time liaison sub SAS	PAs male part-time liaison sub SAS	PAs female part-time liaison sub SAS
Scotland				2.0
North				2.0
Total				2.0

2
Total number of liaison SAS doctor posts

33.3%
% of vacant liaison SAS doctor posts

66.7%
% of locum and vacant liaison SAS doctor posts

Medical psychotherapy SAS doctors

Country	Male full-time med psych sub SAS	Female full-time med psych sub SAS	Total full-time med psych sub SAS	Male part-time med psych sub SAS	Female part-time med psych sub SAS	Total part-time med psych sub SAS	Male full-time med psych locum SAS	Female full-time med psych locum SAS	Total full-time med psych locum SAS	Male part-time med psych locum SAS	Female part-time med psych locum SAS	Total part-time med psych locum SAS	Full-time vacant med psych SAS posts	Part-time vacant med psych SAS posts	Total vacant med psych SAS posts
Scotland				1		1									
West				1		1									
Total				1		1									

Country	PAs male full-time med psych sub SAS	PAs female full-time med psych sub SAS	PAs male part-time med psych sub SAS	PAs female part-time med psych sub SAS
Scotland			6.0	
West			6.0	
Total			6.0	

1
Total number of med psych SAS doctor posts

0.0%
% of vacant med psych SAS doctor posts

0.0%
% of locum and vacant med psych SAS doctor posts

Neuropsychiatry SAS doctors

Country	Male full-time neuropsych sub SAS	Female full-time neuropsych sub SAS	Total full-time neuropsych sub SAS	Male part-time neuropsych sub SAS	Female part-time neuropsych sub SAS	Total part-time neuropsych sub SAS	Male full-time neuropsych locum SAS	Female full-time neuropsych locum SAS	Total full-time neuropsych locum SAS	Male part-time neuropsych locum SAS	Female part-time neuropsych locum SAS	Total part-time neuropsych locum SAS	Full-time vacant neuropsych SAS posts	Part-time vacant neuropsych SAS posts	Total vacant neuropsych SAS posts
Scotland	1		1	2		3									
East	1		1	2		3									
Total	1		1	2		3									

Country	PAs male full-time neuropsych sub SAS	PAs female full-time neuropsych sub SAS	PAs male part-time neuropsych sub SAS	PAs female part-time neuropsych sub SAS
Scotland	10.0		7.0	8.0
East	10.0		7.0	8.0
Total	10.0		7.0	8.0

4

Total number of neuropsychiatry SAS doctor posts

0.0%

% of vacant neuropsychiatry SAS doctor posts

0.0%

% of locum and vacant neuropsychiatry SAS doctor posts

Old age SAS doctors

Country	Male full-time old age sub SAS	Female full-time old age sub SAS	Total full-time old age sub SAS	Male part-time old age sub SAS	Female part-time old age sub SAS	Total part-time old age sub SAS	Male full-time old age locum SAS	Female full-time old age locum SAS	Total full-time old age locum SAS	Male part-time old age locum SAS	Female part-time old age locum SAS	Total part-time old age locum SAS	Full-time vacant old age SAS posts	Part-time vacant old age SAS posts	Total vacant old age SAS posts	
Scotland	13	7	20		11	11					1	2	3	3	1	4
East	1	2	3		2	2				1			1			1
North	2	3	5									2	2		1	1
West	10	2	12		9	9								2		2
Total	13	7	20		11	11				1	2	3	3	1	4	

Country	PAs male full-time old age sub SAS	PAs female full-time old age sub SAS	PAs male part-time old age sub SAS	PAs female part-time old age sub SAS
Scotland	10.0	10.0		6.8
East	10.0	10.0		8.0
North	10.0	10.0		
West	10.0	10.0		6.3
Total	10.0	10.0		6.8

34
Old age SAS doctor posts

10.5%
% vacant SAS doctor posts

18.4%
% locum and vacant SAS doctor posts

Perinatal SAS doctors

Country	Male full-time perinatal sub SAS	Female full-time perinatal sub SAS	Total full-time perinatal sub SAS	Male part-time perinatal sub SAS	Female part-time perinatal sub SAS	Total part-time perinatal sub SAS	Male full-time perinatal locum SAS	Female full-time perinatal locum SAS	Total full-time perinatal locum SAS	Male part-time perinatal locum SAS	Female part-time perinatal locum SAS	Total part-time perinatal locum SAS	Full-time vacant perinatal SAS posts	Part-time vacant perinatal SAS posts	Total vacant perinatal SAS posts
▲															
☐ Scotland						2			2				1		1
East						1			1				1		1
West						1			1						
Total						2			2				1		1

Country	PAs male full-time perinatal sub SAS	PAs female full-time perinatal sub SAS	PAs male part-time perinatal sub SAS	PAs female part-time perinatal sub SAS
▲				
☐ Scotland				6.0
East				7.0
West				5.0
Total				6.0

3
Total number of perinatal SAS doctor posts

25.0%
% of vacant perinatal SAS doctor posts

50.0%
% of locum and vacant perinatal SAS doctor posts

Rehabilitation SAS doctors

Country	Male full-time rehab sub SAS	Female full-time rehab sub SAS	Total full-time rehab sub SAS	Male part-time rehab sub SAS	Female part-time rehab sub SAS	Total part-time rehab sub SAS	Male full-time rehab locum SAS	Female full-time rehab locum SAS	Total full-time rehab locum SAS	Male part-time rehab locum SAS	Female part-time rehab locum SAS	Total part-time rehab locum SAS	Full-time vacant rehab SAS posts	Part-time vacant rehab SAS posts	Total vacant rehab SAS posts
Scotland		1	1		3	3									
East					1	1									
North					1	1									
West		1	1		1	1									
Total		1	1		3	3									

Country	PAs male full-time rehab sub SAS	PAs female full-time rehab sub SAS	PAs male part-time rehab sub SAS	PAs female part-time rehab sub SAS
Scotland		10.0		8.0
East				8.0
North				8.0
West		10.0		8.0
Total		10.0		8.0

4

Total number of rehabilitation SAS doctor posts

0.0%

% of vacant rehabilitation SAS doctor posts

0.0%

% of locum and vacant rehabilitation SAS doctor posts

Clinical fellows

The number of clinical fellows (CFs) in post was collated in the 2023 census. Overall, there were 37 filled CF posts in 2023, 35 (94.6%) of which were filled with substantive CFs, 57.1% of whom are female and 42.9% male.

Two (5.1%) CF posts were reported vacant or unfilled and two (5.1%) posts were also occupied by locums. The true vacancy rate for Scotland, including both locum and vacant CF posts, is 10.3%.

The East of Scotland had the highest proportion of vacant CF posts with 10.0%, followed by the West with 4.0%. The North of Scotland had no vacant CF posts in 2023. Similarly, the East also had the greatest proportion of locum and CF posts with 30.0%, while the West and North of Scotland had no locum CF posts in 2023. Please refer to Appendix E to view the CF vacancy rates by region.

Clinical fellows (CFs)

35

Total number of substantive CF posts

2

Total number of locum CF posts

2

Total number of vacant CF posts

5.1%

% of vacant CF posts

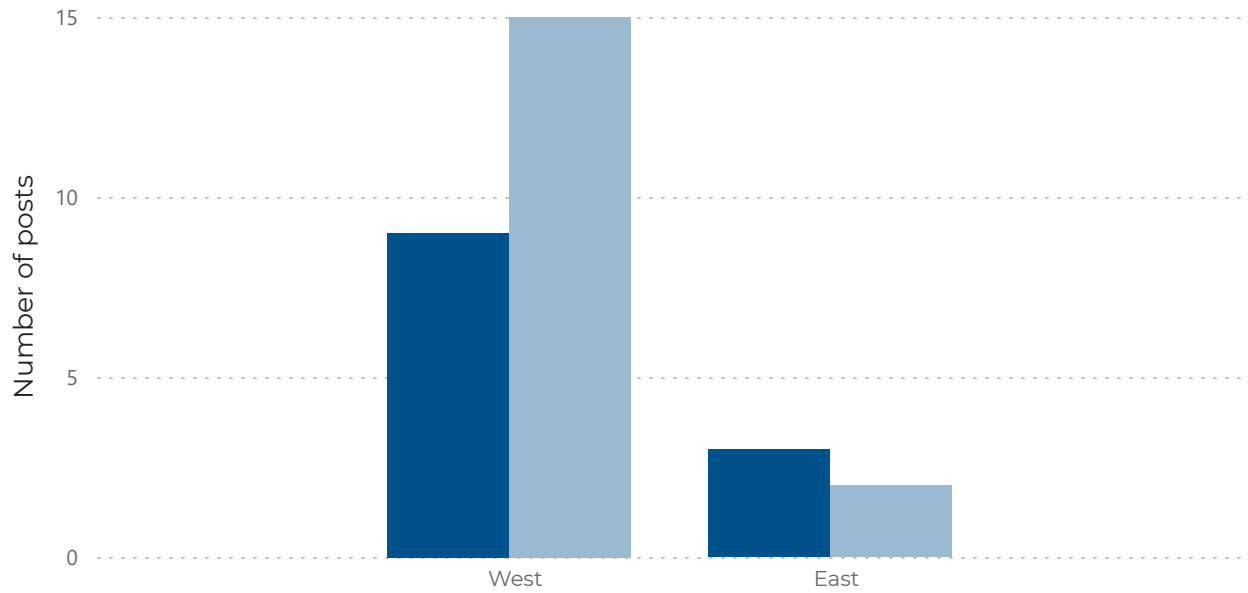
10.3%

% of locum and vacant CF posts

Country	Male full-time substantive CFs	Female full-time substantive CFs	Total full-time substantive CFs	Male part-time substantive CFs	Female part-time substantive CFs	Total part-time substantive CFs	Male full-time locum CFs	Female full-time locum CFs	Total full-time locum CFs	Male part-time locum CFs	Female part-time locum CFs	Total part-time locum CFs	Full-time vacant CF posts	Part-time vacant CF posts	Total vacant CF posts
Scotland	12	17	29	3	3	6		2	2				1	1	2
East	3	2	5			2		2	2						1
North				3	1	4									
West	9	15	24										1		1
Total	12	17	29	3	3	6		2	2				1	1	2

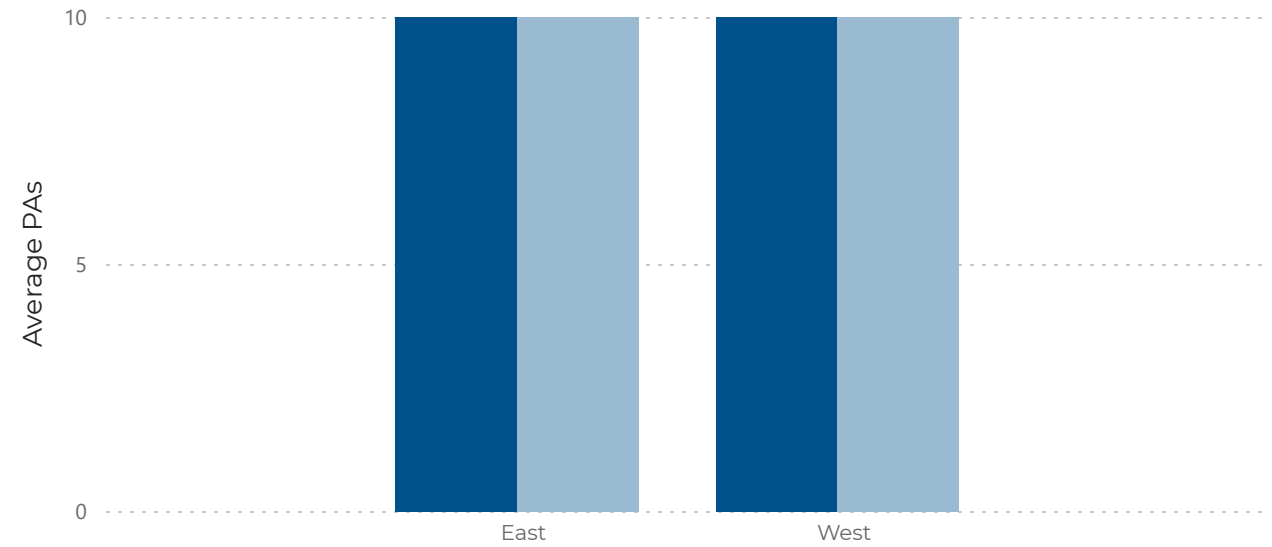
Full-time substantive CF posts by gender and region

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



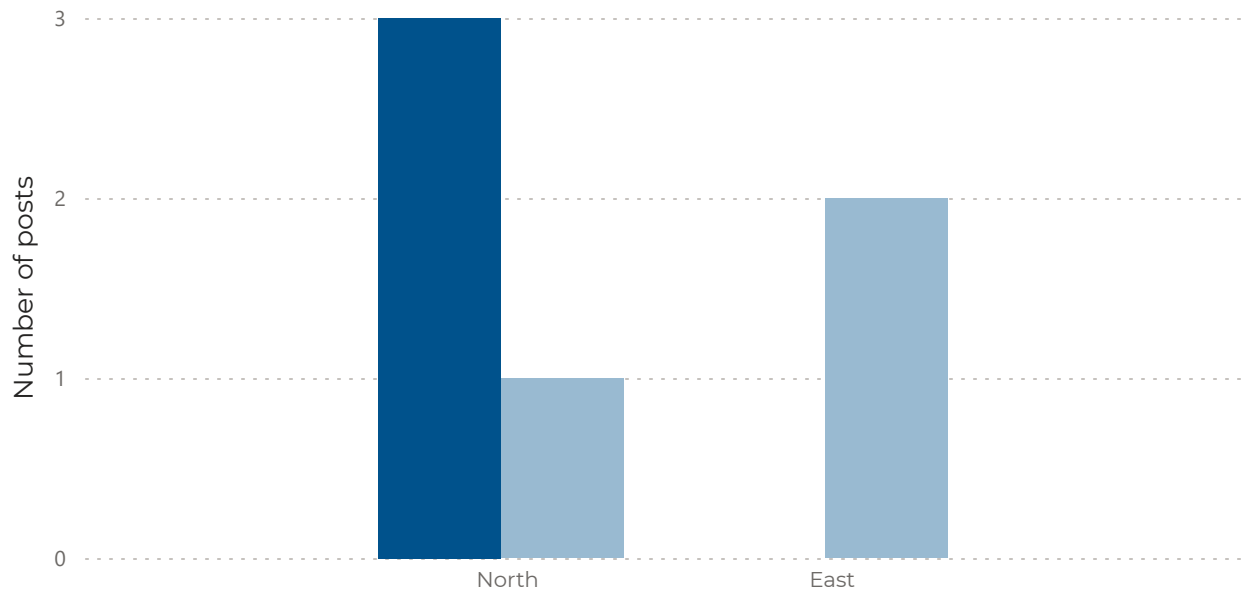
Average number of paid PAs, full-time substantive CF posts, by gender and region

● PAs male full-time substantive CFs ● PAs female full-time substantive CFs



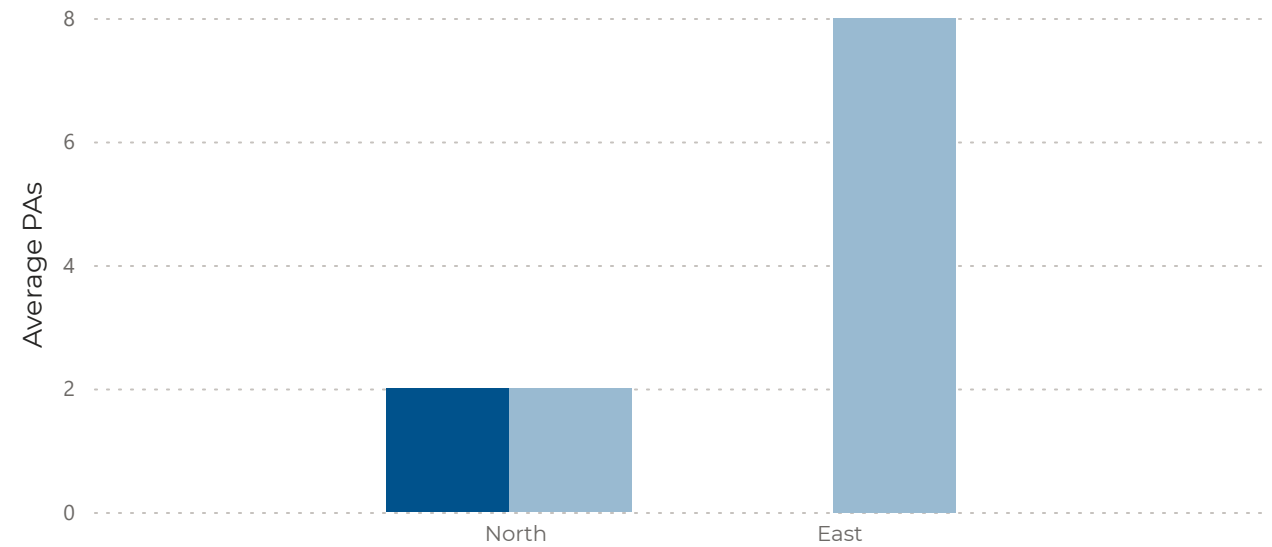
Part-time substantive CF posts by gender and region

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

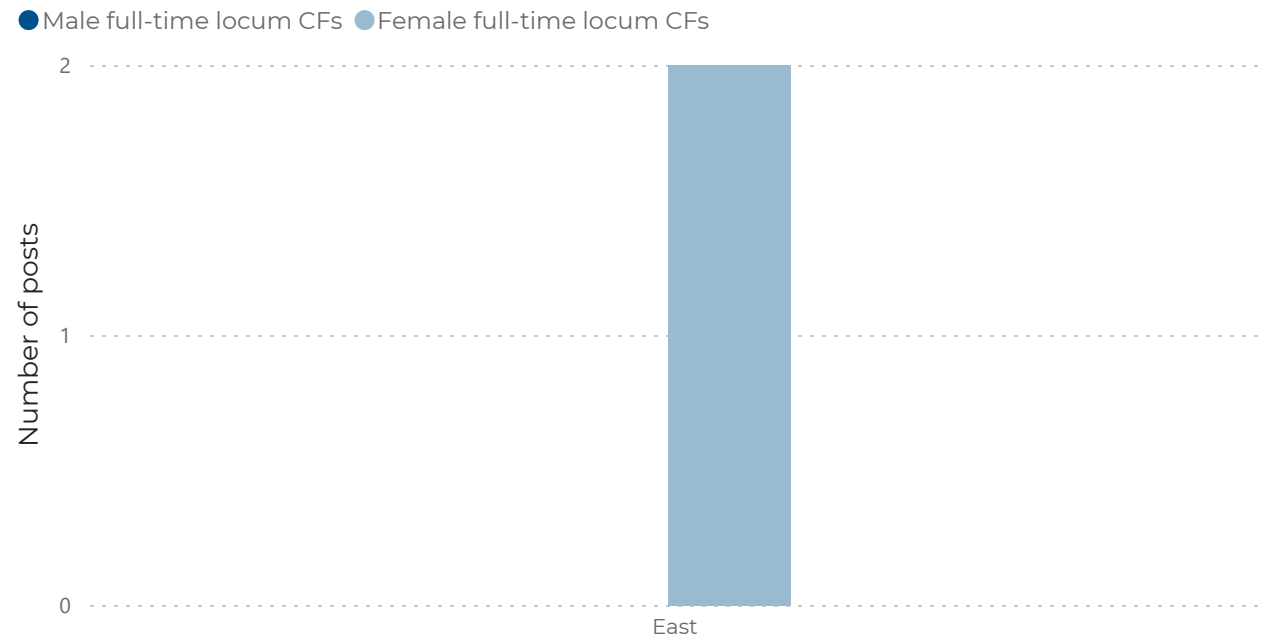


Average number of paid PAs, part-time substantive CF posts, by gender and region

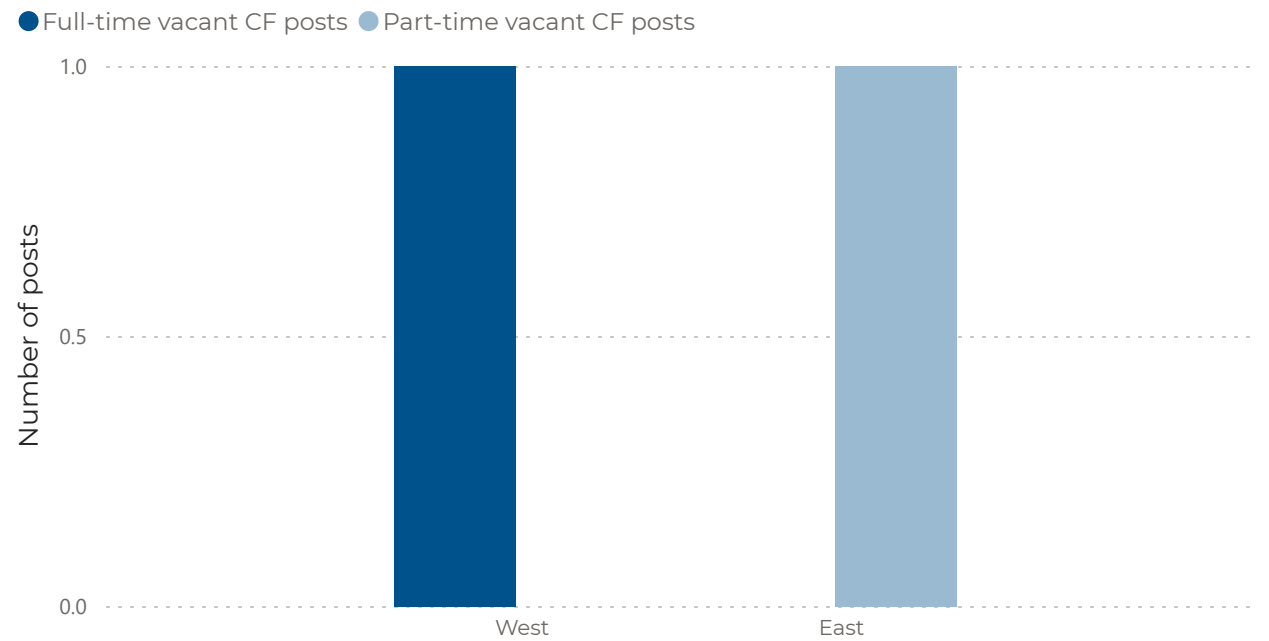
● PAs male part-time substantive CFs ● PAs female part-time substantive CFs



Full-time locum CF posts by gender and region



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



Physician associates

There were six physician associates (PAs) in post in Scotland in 2023, four (66.7%) of whom were working full-time. The number of PAs has decreased by 53.8% since the last census, with 13 PAs in post in 2021, but has risen by 50% from four PAs in 2019.

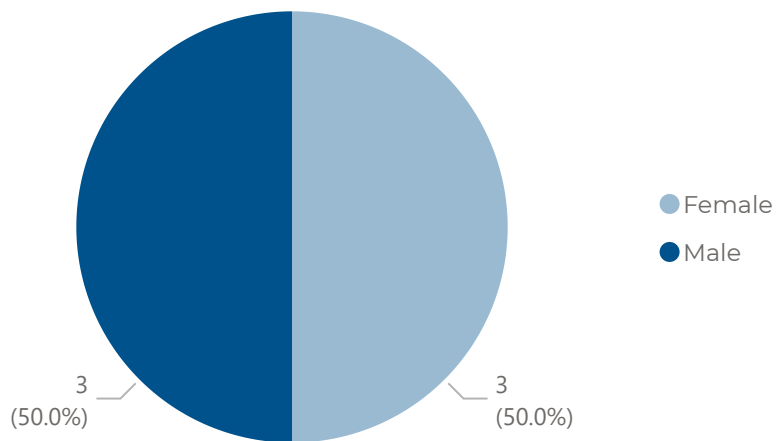
In 2023, there was an even gender split among physician associates, with three females and three males in post.

There were two PAs in the East of Scotland, working in old age psychiatry and rehabilitation psychiatry, and four PAs in the North of Scotland, working in child and adolescent mental health services (CAMHS) and eating disorders psychiatry.

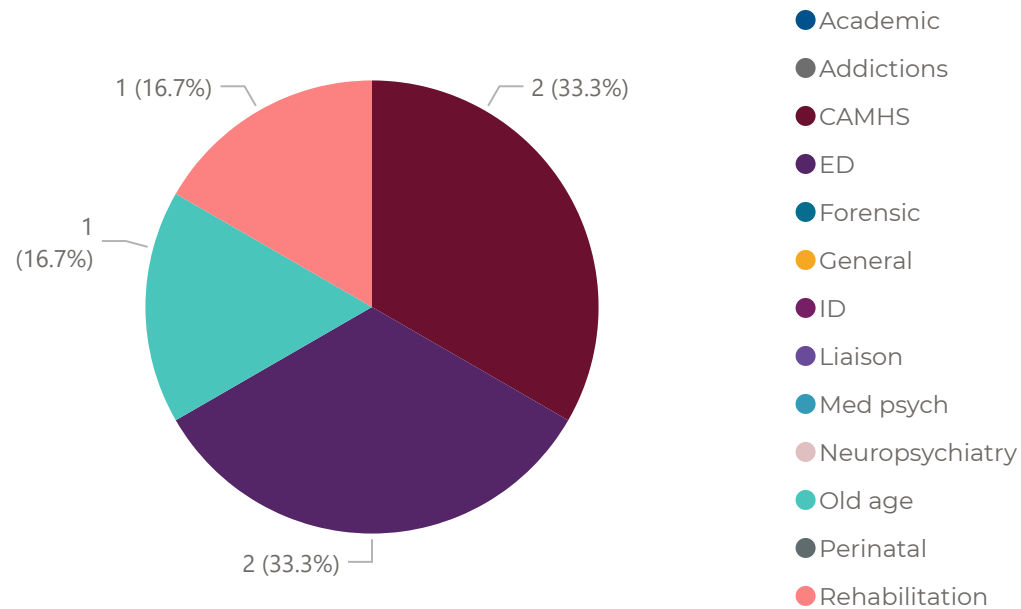
Physician associates

Country	Academic physician associates	Addictions physician associates	CAMHS physician associates	ED physician associates	Forensic physician associates	General physician associates	ID physician associates	Liaison physician associates	Med psych physician associates	Neuropsychiatry physician associates	Old age physician associates	Perinatal physician associates	Rehabilitation physician associates	Total physician associates
Scotland			2	2								1	1	6
East												1	1	2
North			2	2										4
Total			2	2								1	1	6

Physician associates by gender



Physician associates by specialty



6
Total physician associates in post

4
Full-time physician associates

2
Part-time physician associates

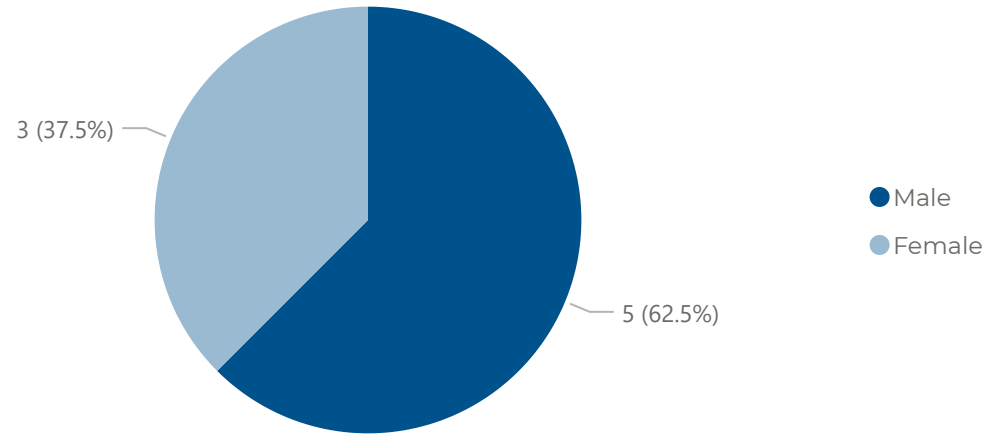
Private and independent psychiatrists

Eight psychiatrists responded to the private and independent psychiatrist survey in 2023, five (62.5%) of whom are male and three (37.5%) female. The psychiatrists work in the following specialties: CAMHS; addiction psychiatry; forensic psychiatry; general psychiatry; general and liaison psychiatry; and medical psychotherapy.

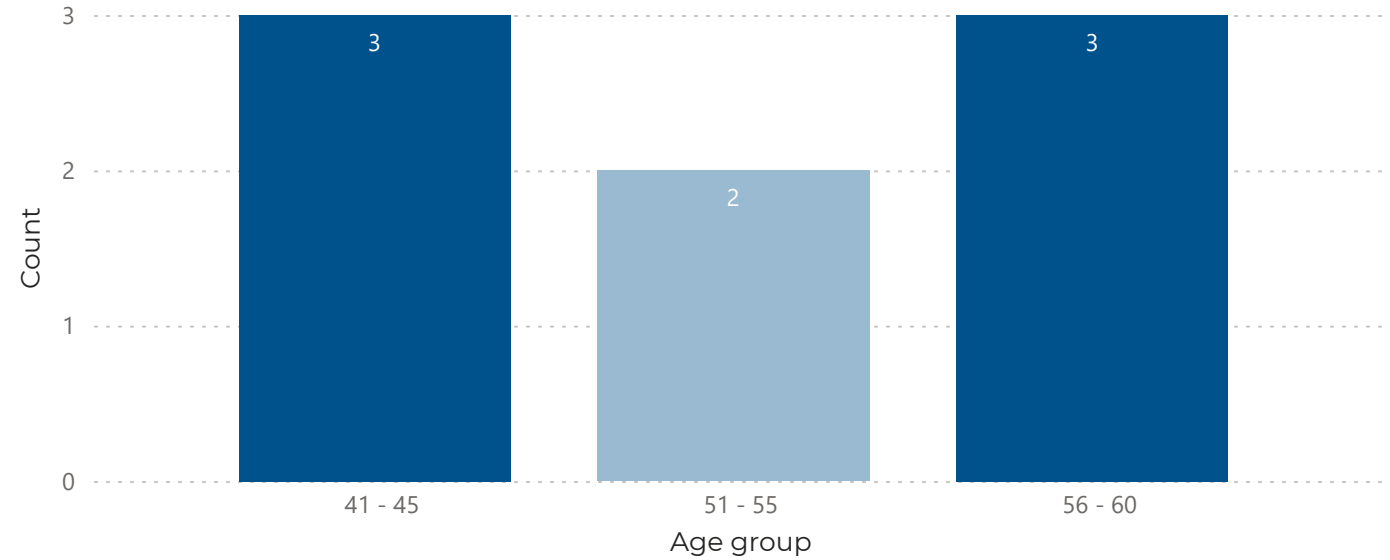
75.0% (six) of the private and independent psychiatrists are self-employed and 25.0% (two) are employed by a private provider, as well as being self-employed. 50.0% (four) of the psychiatrists conduct clinical independent work and 50.0% (four) are involved with medicolegal work. Furthermore, 75.0% (six) of the private and independent psychiatrists work for the NHS.

Private and independent psychiatrists

Private/independent psychiatrists by gender



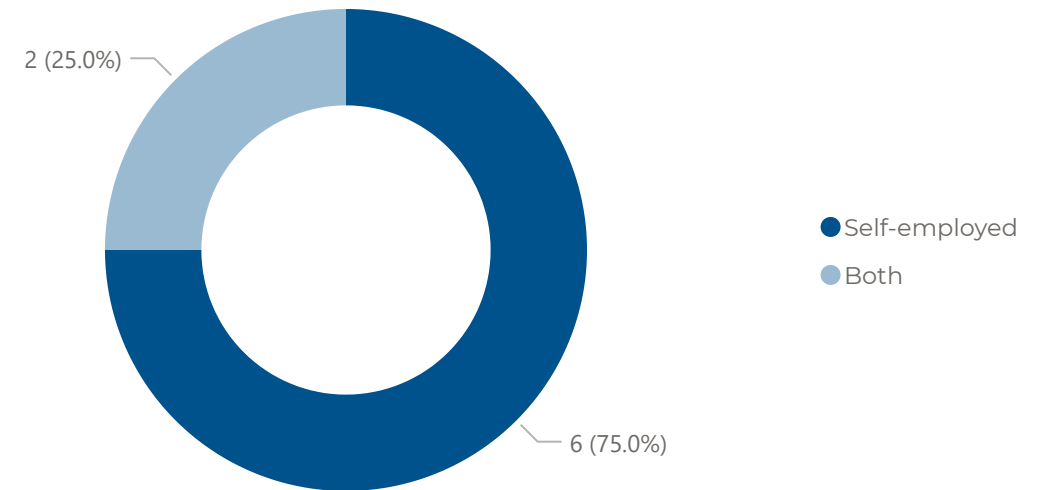
Age of private/independent psychiatrists



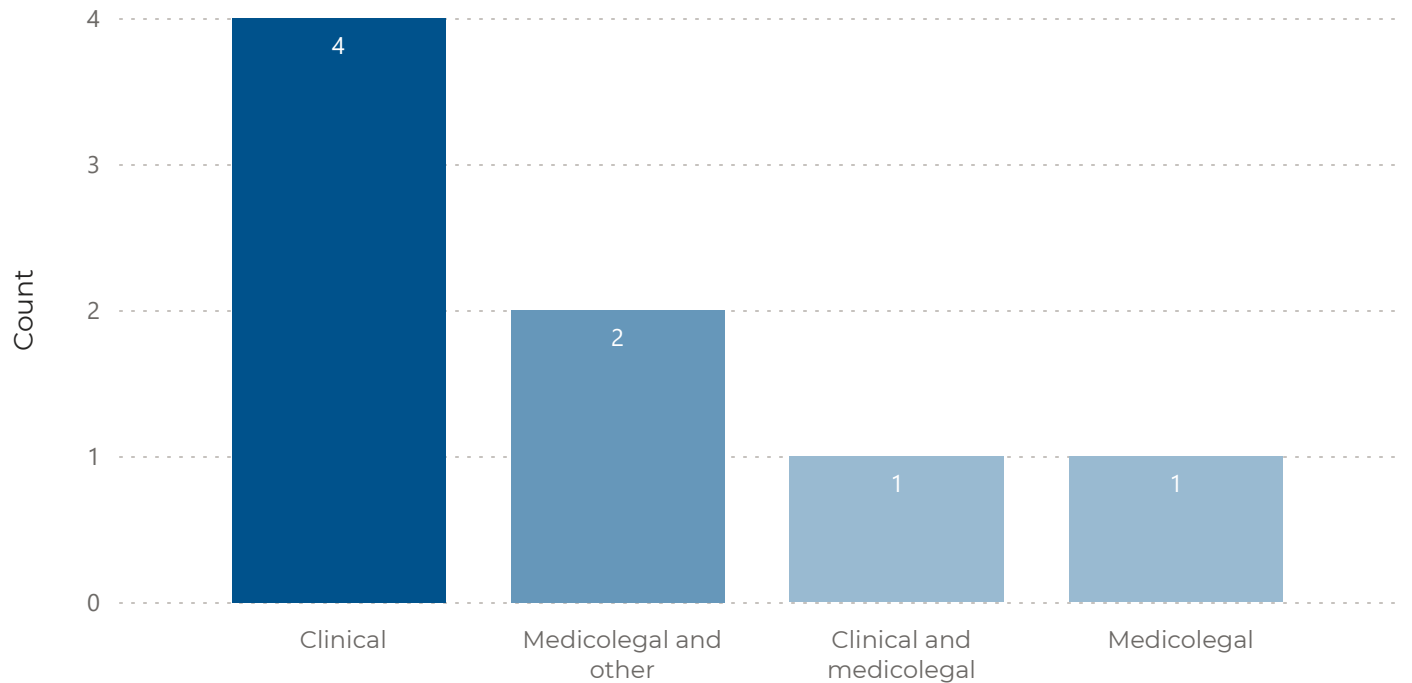
Private/independent psychiatrists by specialty

In what specialty do you work as an independent practitioner?	Number of psychiatrists
CAMHS/CAP	2
Addictions	1
Forensic	1
General	1
General and liaison	1
Medical psychotherapy	1
Total	7

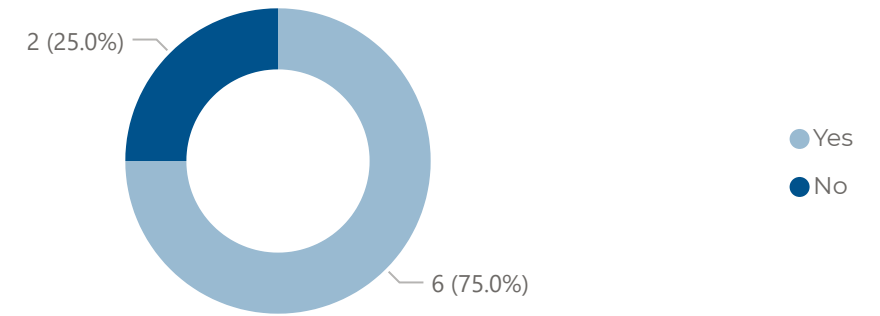
Employed by a private provider or self-employed?



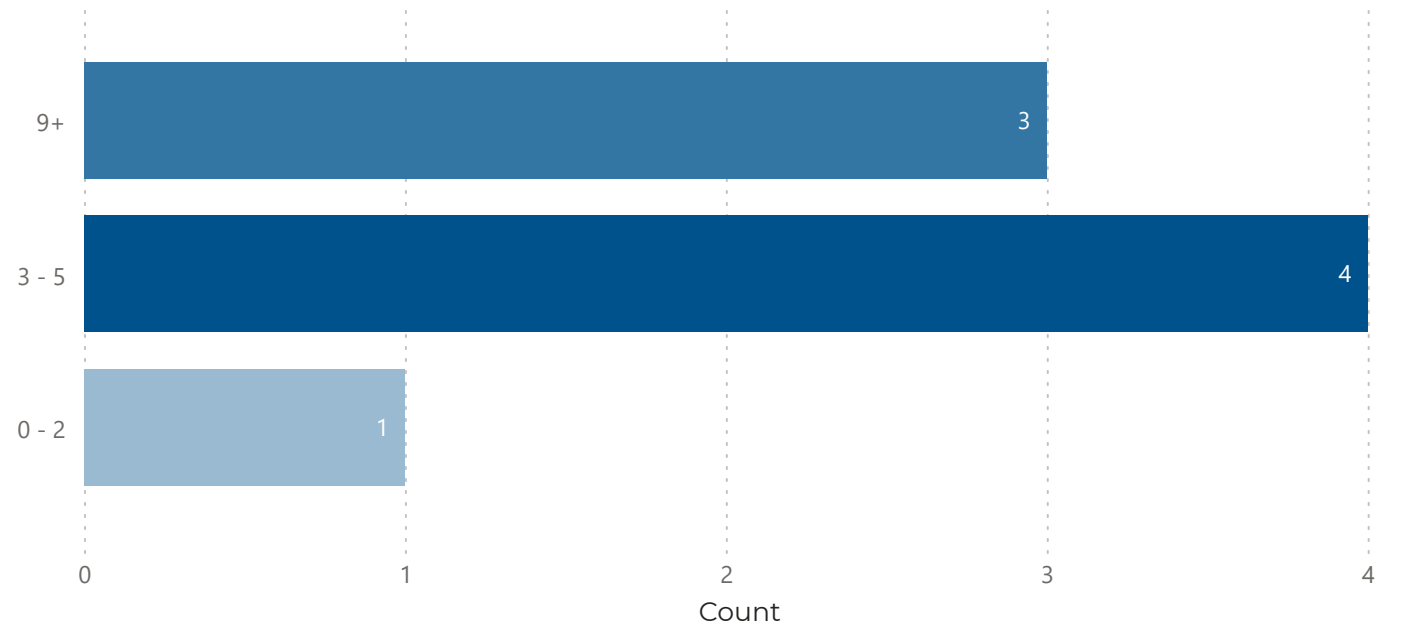
Clinical or medicolegal independent work



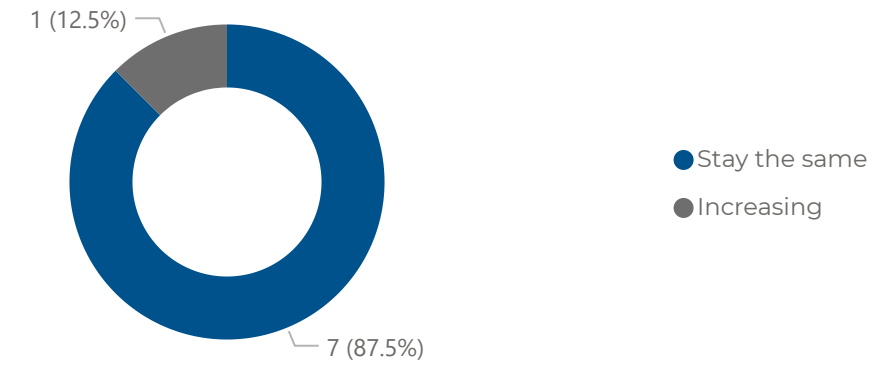
Private/independent psychiatrists working for the NHS



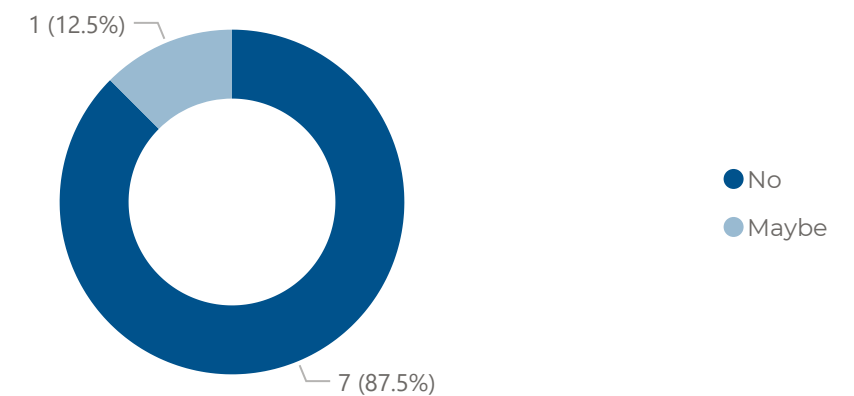
Number of sessions working as an independent psychiatrist



Private/independent psychiatrists increasing or reducing sessions within the next two years



Private/independent psychiatrists retiring within the next two years



Appendix C: Physician associate staffing questionnaire

Physician Associate staffing as at 31st March 2021

Specialty	Full Time Posts		Less than Full Time Posts	
	Male	Female	Male	Female
Academic Psychiatry				
Addictions Psychiatry				
Child and Adolescent Psychiatry				
Eating Disorders Psychiatry				
Forensic Psychiatry				
General Psychiatry				
Intellectual Disability Psychiatry				
Liaison Psychiatry				
Medical Psychotherapy				
Neuropsychiatry				
Old Age Psychiatry				
Perinatal Psychiatry				
Rehabilitation Psychiatry				

Appendix D: Respondents to the 2019, 2021 and 2023 RCPsych censuses - Scotland

	2019	2021	2023
Mental Welfare Commission for Scotland	Yes	Yes	Yes
NHS Ayrshire & Arran	Yes	Yes	Yes
NHS Borders	Yes	Yes	Yes
NHS Dumfries & Galloway	Yes	No	Yes
NHS Fife	Yes	No	No
NHS Forth Valley	Yes	No	Yes
NHS Grampian	Yes	Yes	Yes
NHS Greater Glasgow & Clyde	Yes	Yes	Yes
NHS Highland	Yes	No	Yes
NHS Lanarkshire	Yes	Yes	Yes
NHS Lothian	Yes	No	Yes
NHS Orkney	No	Yes	Yes
NHS Shetland	No	Yes	Yes
NHS Tayside	Yes	No	No
NHS Western Isles	No	Yes	No
Priory Ayr Clinic	No	Yes	No
Surehaven Glasgow	No	Yes	No
The State Hospital Board for Scotland	Yes	Yes	Yes

Appendix E: Consultant, SAS doctor, and CF vacancy rates by region and national organisation - Scotland

Region / national organisation	% of vacant consultant posts	% of locum and vacant consultant posts	% of vacant SAS doctor posts	% of locum and vacant SAS doctor posts	% of vacant CF posts	% of locum and vacant CF posts
East	14.6%	20.9%	8.3%	21.7%	10.0%	30.0%
North	10.0%	35.0%	2.9%	14.7%	0.0%	0.0%
West	17.1%	25.4%	15.4%	18.7%	4.0%	4.0%
Mental Welfare Commission for Scotland	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
The State Hospital Board for Scotland	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Scotland	15.1%	25.3%	10.5%	18.3%	5.1%	10.3%

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

Specialty	% of vacant consultant posts	% of locum and vacant consultant posts	% of vacant SAS doctor posts	% of locum and vacant SAS doctor posts
Academic psychiatry	0.0%	6.3%	0.0%	0.0%
Addictions psychiatry	17.0%	29.8%	3.8%	11.5%
Child & adolescent psychiatry (CAMHS)	22.5%	24.7%	17.6%	20.6%
Eating disorders psychiatry	22.2%	22.2%	12.5%	25.0%
Forensic psychiatry	11.1%	16.7%	25.0%	25.0%
General adult psychiatry	17.7%	30.9%	5.6%	14.8%
Intellectual disability psychiatry	8.7%	19.6%	18.2%	27.3%
Liaison psychiatry	12.1%	15.2%	33.3%	66.7%
Medical psychotherapy	4.3%	8.7%	0.0%	0.0%
Neuropsychiatry	0.0%	0.0%	0.0%	0.0%
Old age psychiatry	13.8%	31.2%	10.5%	18.4%
Perinatal psychiatry	10.0%	10.0%	25.0%	50.0%
Rehabilitation psychiatry	6.7%	13.3%	0.0%	0.0%
All specialties	15.1%	25.3%	10.5%	18.3%

Appendix G: The combined vacancy rates for the seven organisations that returned data for the 2019, 2021 and 2023 RCPsych censuses - Scotland

Year	% of vacant consultant posts	% of locum and vacant consultant posts	% of vacant SAS doctor posts	% of locum and vacant SAS doctor posts
2019	7.9%	19.9%	2.0%	6.1%
2021	8.3%	20.5%	9.3%	24.3%
2023	14.4%	24.2%	13.9%	20.0%