



Workforce Census 2025

Scotland

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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 Scotland; this comprises numbers of consultant, specialty and specialist (SAS) psychiatrist posts across NHS health boards and national organisations in Scotland. 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.

11 of the 14 NHS health boards across Scotland participated in the 2025 workforce census (a response rate of 79%), the same number of health boards that responded to the 2023 census. One of the special health boards, the State Hospital Board for Scotland, the Mental Welfare Commission for Scotland, and Cygnet Healthcare (Scotland) also participated in the 2025 census. A list of health boards and organisations in Scotland who returned data for the most recent censuses are listed in [Appendix D](#).

The College would like to thank all the participating Scottish health boards and national organisations 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 642 consultant psychiatrist posts across the health boards and national organisations in Scotland that responded to the 2025 RCPsych Workforce Census, 560 (87%) of which were filled by substantive or locum consultants.

Substantive posts

The proportion of filled consultant psychiatrist posts comprising substantive consultants is 83% (463 posts), a reduction of five percentage points from 88% (519 posts) in the 2023 census.

Since 2019, the proportion of female substantive consultants in post has increased, with the gender gap reversing in the most recent censuses; there was a male/female split of 51% and 49% in 2019, 47% and 53% in 2021, 48% and 52% in 2023, and 47% and 53% in 2025.

Non-substantive posts

The proportion of vacant consultant psychiatrist posts across Scotland has slightly decreased since the last census, with 15% of posts being vacant in 2023 and 13% in 2025 (with 105 and 82 vacant posts, respectively). However, the proportion of vacant posts has increased since the 2019 and 2021 censuses, from 10% (72) vacant posts in 2019 and 9% (50) vacancies in 2021. **Around one in eight consultant psychiatrist posts in Scotland are currently vacant or unfilled.**

15% (97) of all consultant psychiatrist posts were filled by locums, greater than the proportion recorded in the 2023 census, with 10% (71 posts).

After accounting for all non-substantive consultant psychiatrist posts, the 'true vacancy rate' rises to 28%, an increase of three percentage points from 25% in 2023; **more than a quarter of consultant psychiatrist posts in Scotland are vacant or filled by non-substantive psychiatrists.**

Psychiatric specialties

Among the thirteen psychiatric specialties surveyed in the 2025 census, perinatal psychiatry had the greatest proportion of vacant consultant posts across responding boards and organisations with 18%, followed closely by addictions psychiatry (17%) and old age psychiatry (17%); **around one in six perinatal, addictions, and old age consultant psychiatrist posts are vacant in Scotland.**

On the other hand, academic psychiatry, medical psychotherapy, neuropsychiatry, and rehabilitation psychiatry had no vacant posts, while forensic psychiatry had a consultant vacancy rate of 4% (more than four times lower than the proportion for perinatal psychiatry).

When accounting for all non-substantive consultant posts, general adult psychiatry had the greatest vacancy rate (with 39%), followed by perinatal psychiatry (36%), addictions psychiatry (34%), and old age psychiatry (31%); **two in five general adult consultant psychiatrist posts and around one in three perinatal, addictions, and old age consultant psychiatrist posts were vacant or filled by non-substantive psychiatrists.**

In contrast, neuropsychiatry and rehabilitation psychiatry had no vacant or non-substantive consultant posts, and liaison psychiatry had 7% (more than five times lower the rate for general adult and perinatal psychiatry).

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

Scottish regions

When comparing the census findings across the Scottish regions, the North of Scotland had the greatest proportion of vacant consultant posts with 19%; **one in five consultant psychiatrist posts across the North of Scotland are vacant or unfilled**. The proportions for the West and South East were both lower than the national average of 13%, with 11% and 10%, eight and nine percentage points lower than the value for the North, respectively.

After accounting for all non-substantive posts, i.e. locums as well as vacant posts, the North of Scotland had the greatest proportion of vacant posts in 2025, with 45%; **more than two in five consultant psychiatrist posts across the North of Scotland are vacant or filled by non-substantive psychiatrists**. The South East of Scotland had the lowest percentage of non-substantive posts with 18%, more than half the value for the North, while the West of Scotland had a proportion of 24%, four percentage points lower than the national average of 28%.

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

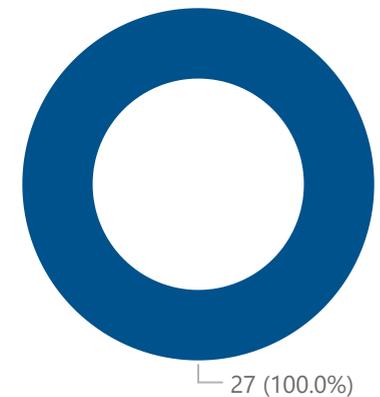
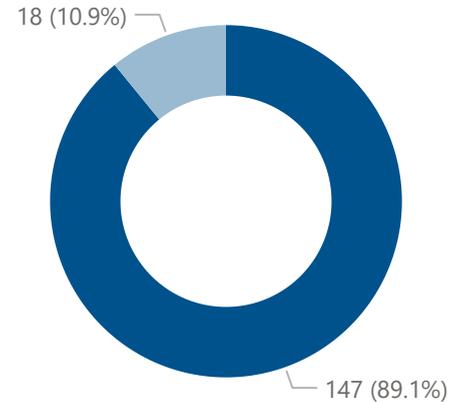
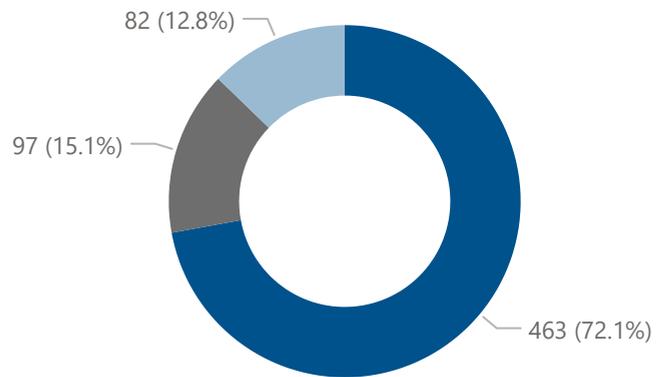
Total workforce



● Substantive consultants ● Locum consultants ● Vacant posts

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

● Substantive CF posts ● Non-substantive CF posts



Consultants

463

Total number of substantive consultant posts

97

Total number of locum consultant posts

82

Total number of vacant consultant posts

12.8%

% of vacant consultant posts

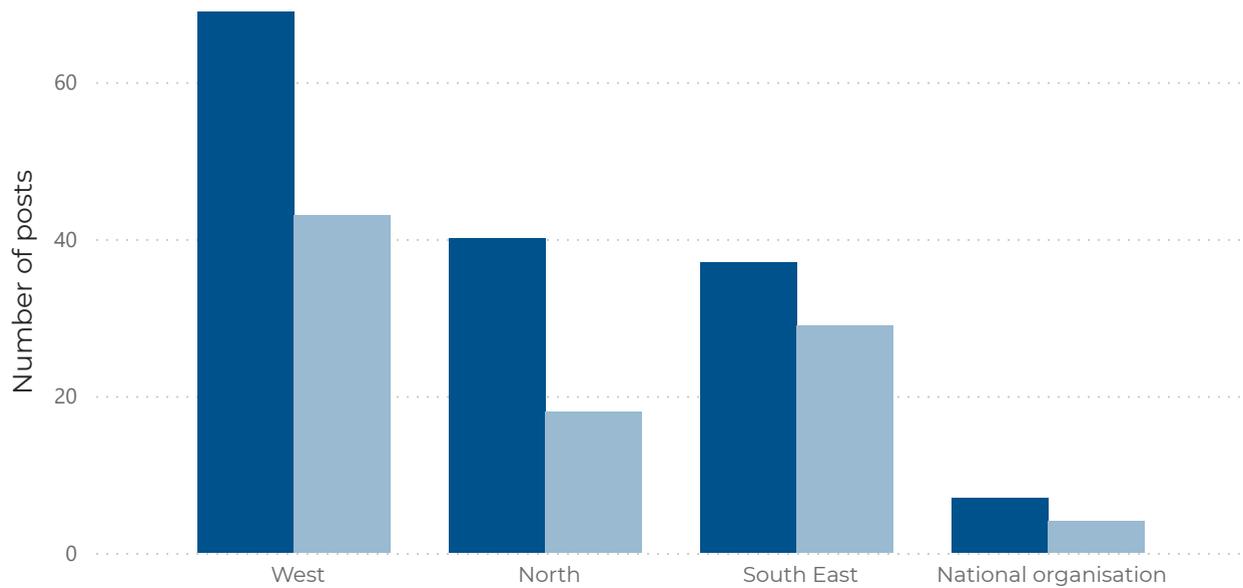
27.9%

% 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%
National organisation	7	4	11	4	4	8										
North	40	18	58	15	33	48	34	4	38	4	6	10	33	4	37	19.4%
South East	37	29	66	17	42	59	3	1	4	2	7	9	7	8	15	9.8%
West	69	43	112	30	71	101	10	4	14	9	13	22	25	5	30	10.7%
Total	1,702	1,136	2,838	562	1,008	1,570	391	145	536	124	141	265	639	226	865	14.2%

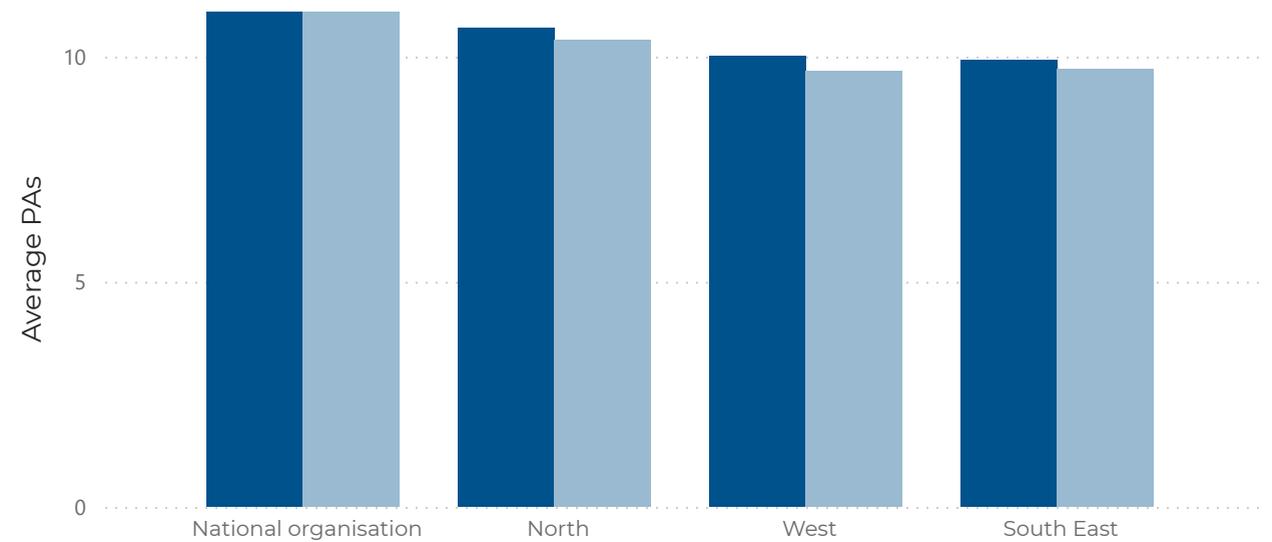
Full-time substantive consultant posts by gender and region

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



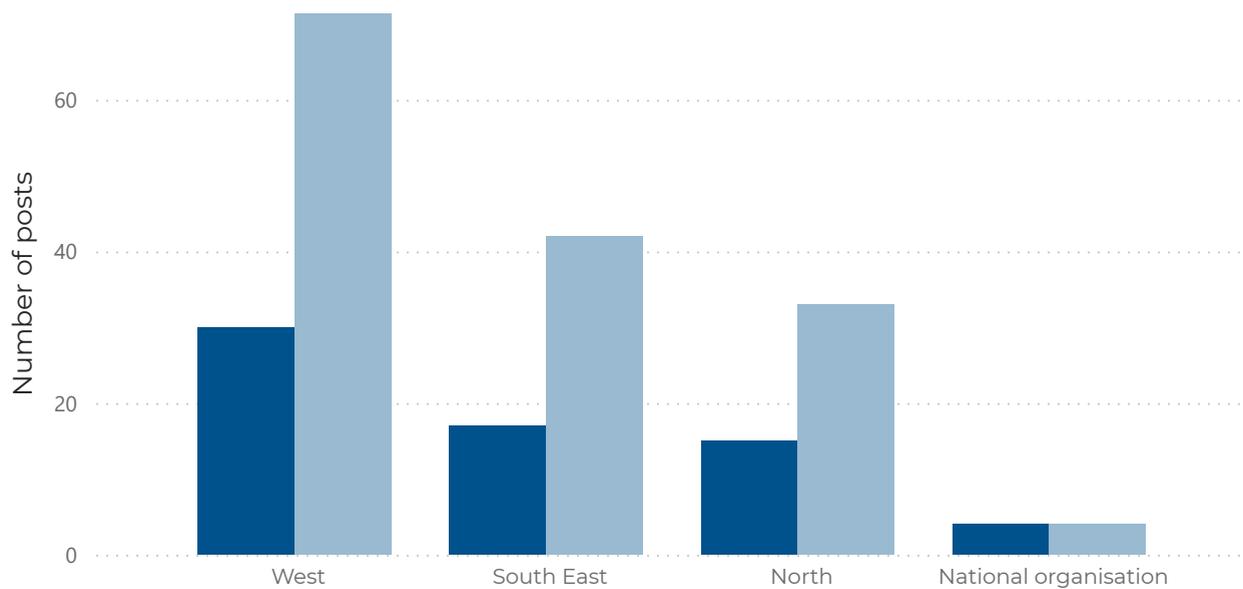
Average number of paid PAs, full-time substantive consultant posts, by gender and region

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



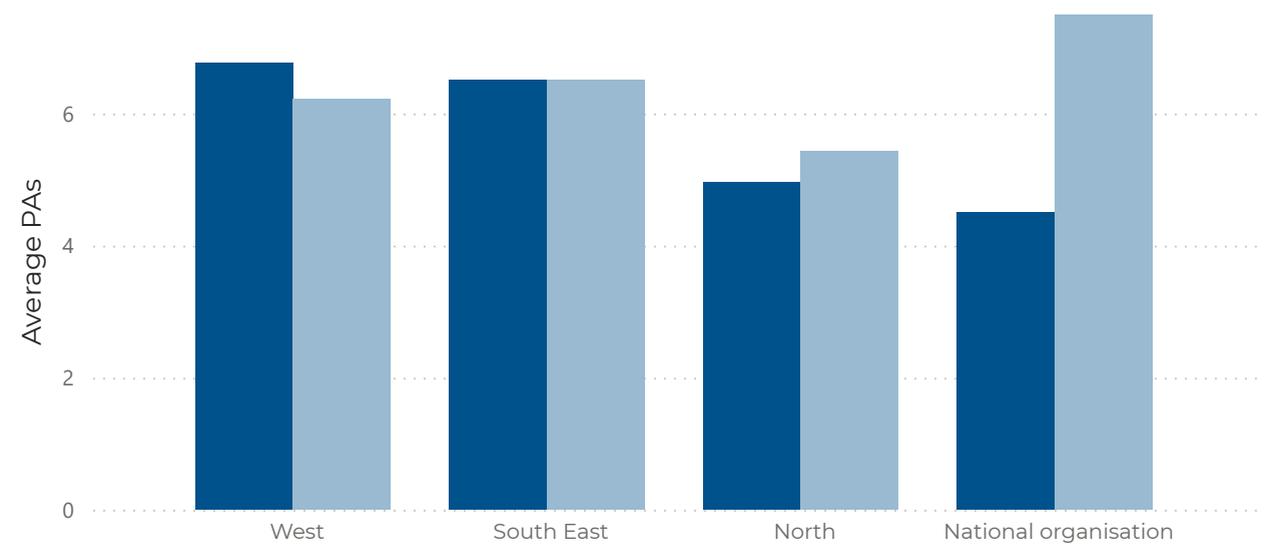
Part-time substantive consultant posts by gender and region

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



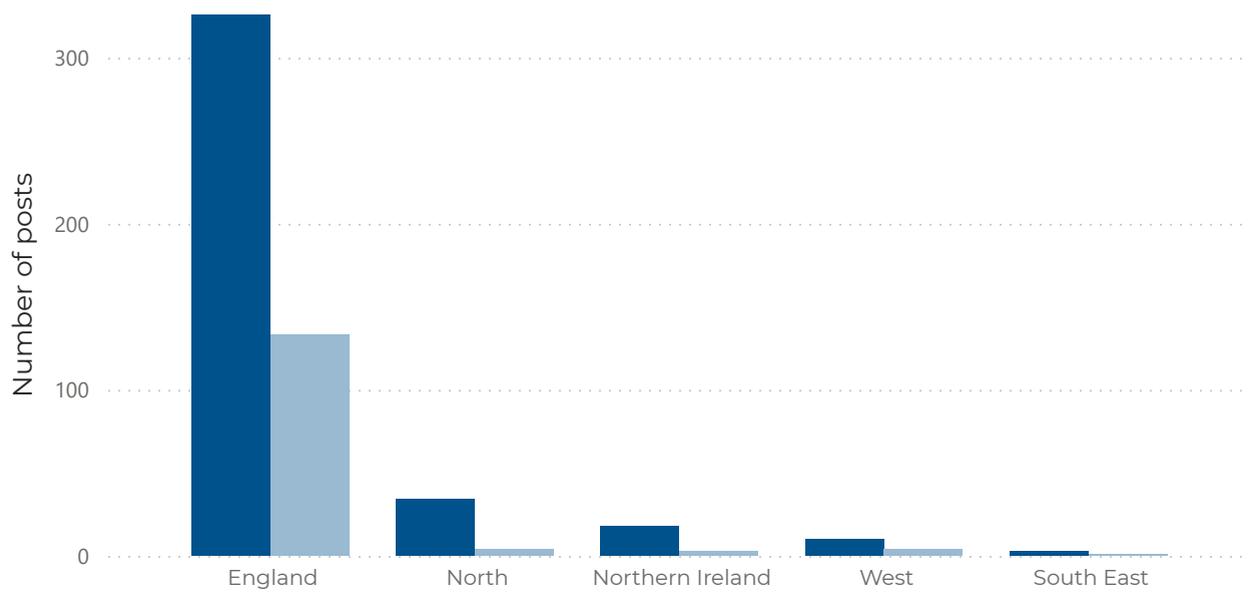
Average number of paid PAs, part-time substantive consultant posts, by gender and region

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



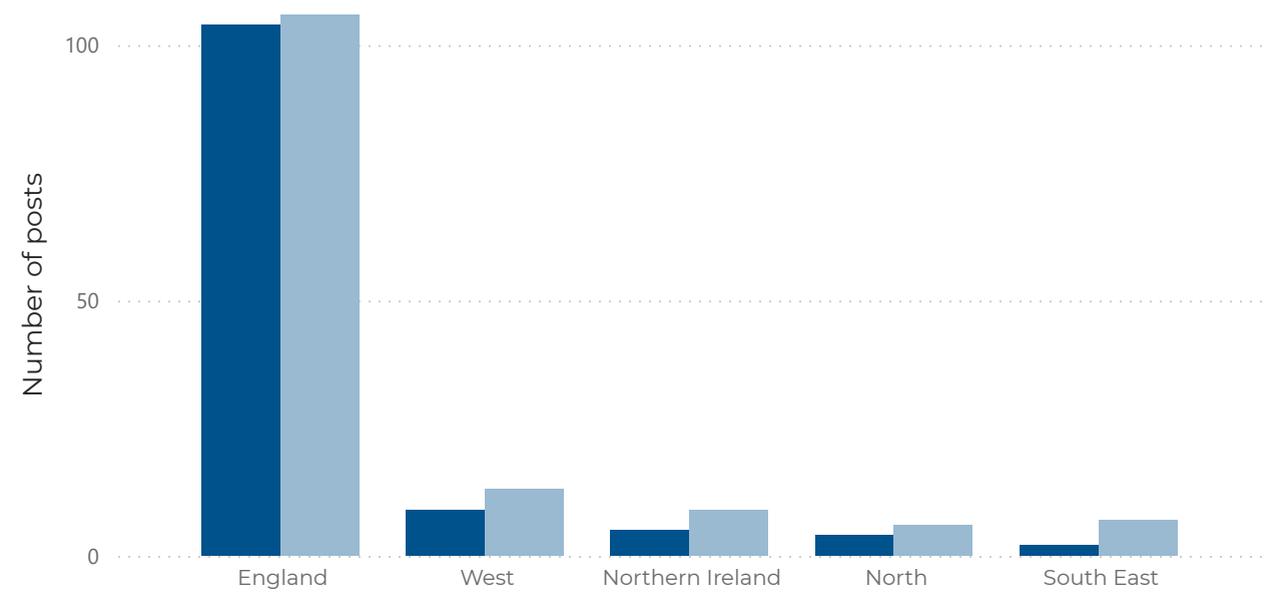
Full-time locum consultant posts by gender and region

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



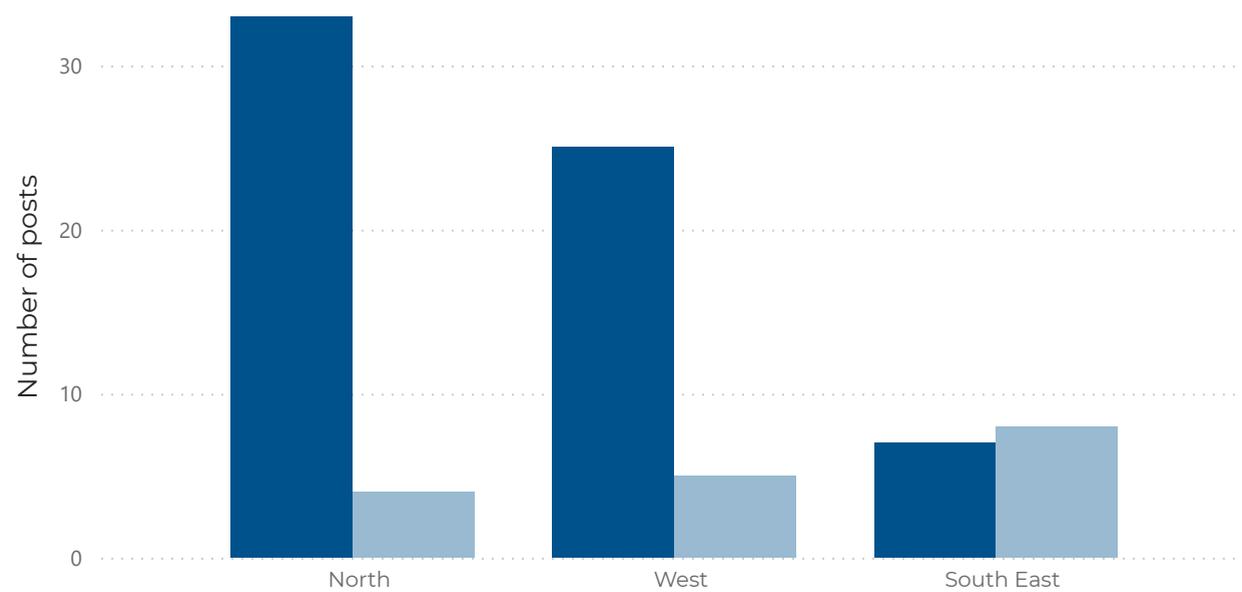
Part-time locum consultant posts by gender and region

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

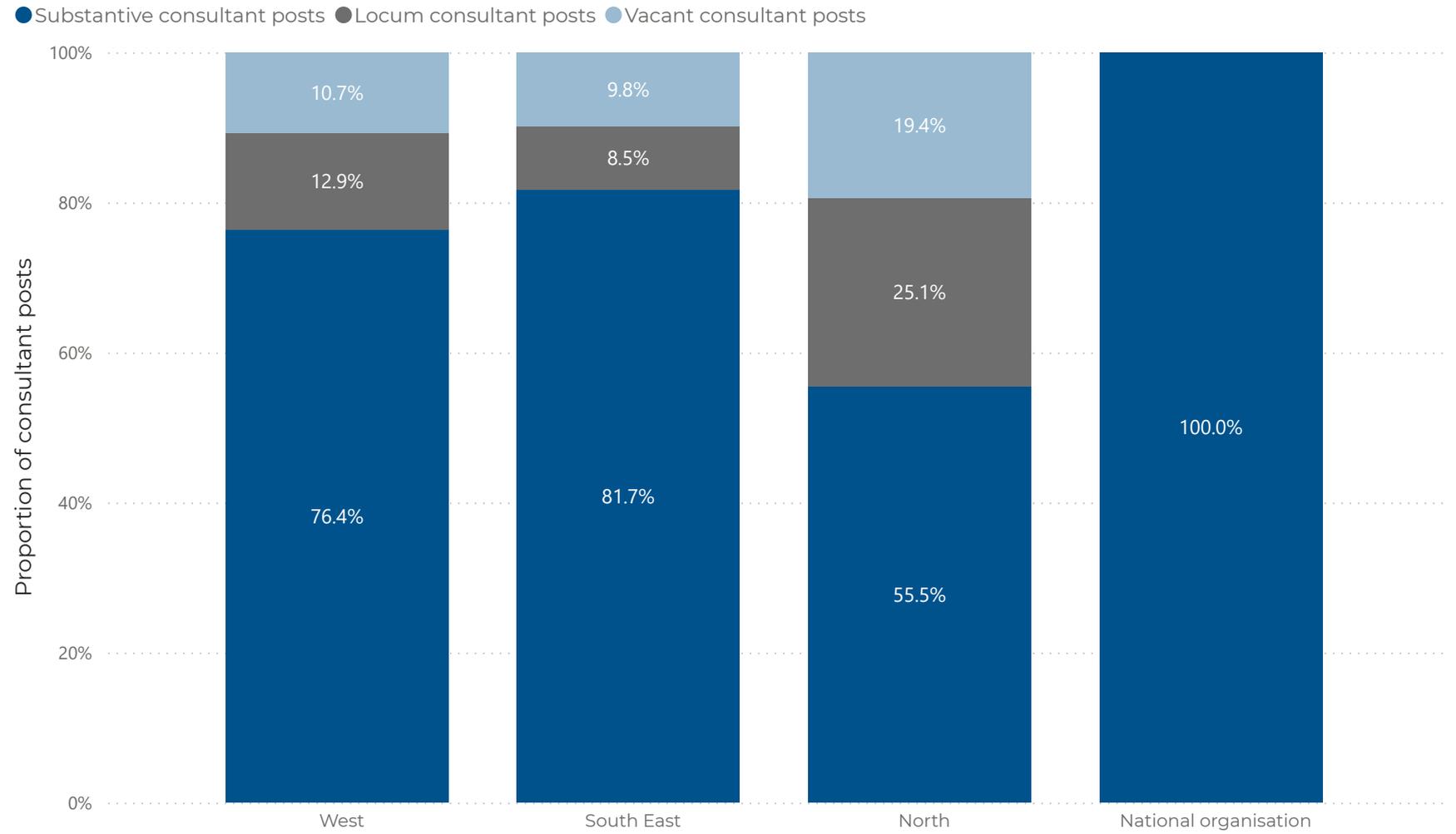


Full-time and part-time vacant consultant posts by region

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



Substantive, locum and vacant consultant posts by region



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%
North				2		2				0.0%
South East	5	2	7	1		1				0.0%
West	3	1	4							0.0%
Total	25	12	37	20	9	29				0.0%

14

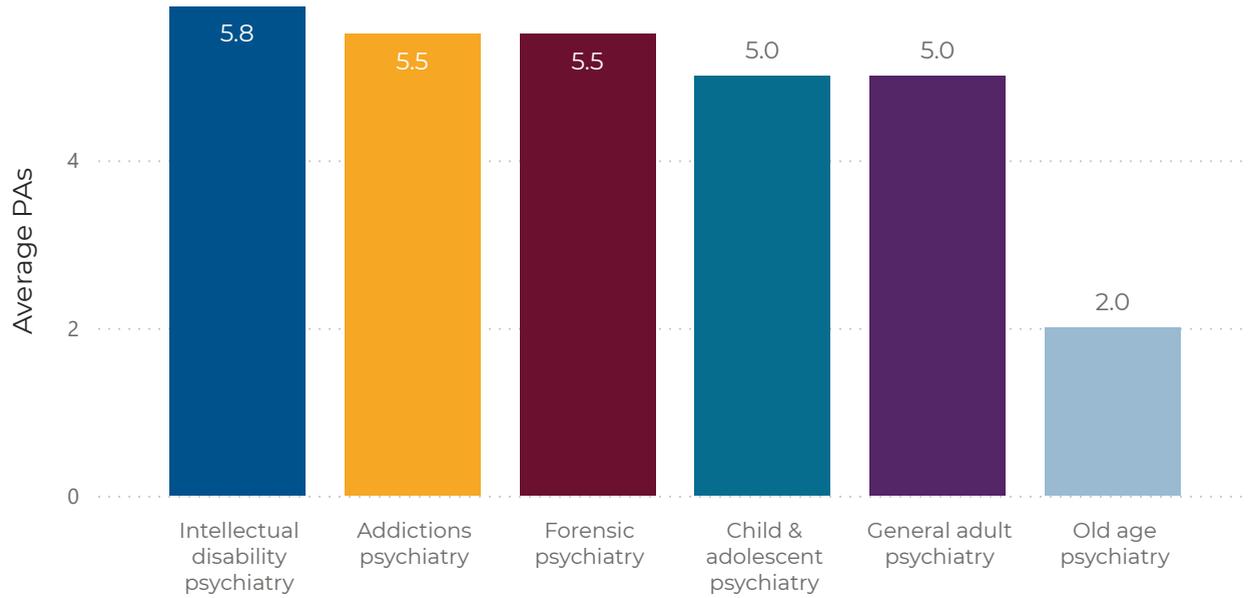
Total number of academic consultants in post

0.0%

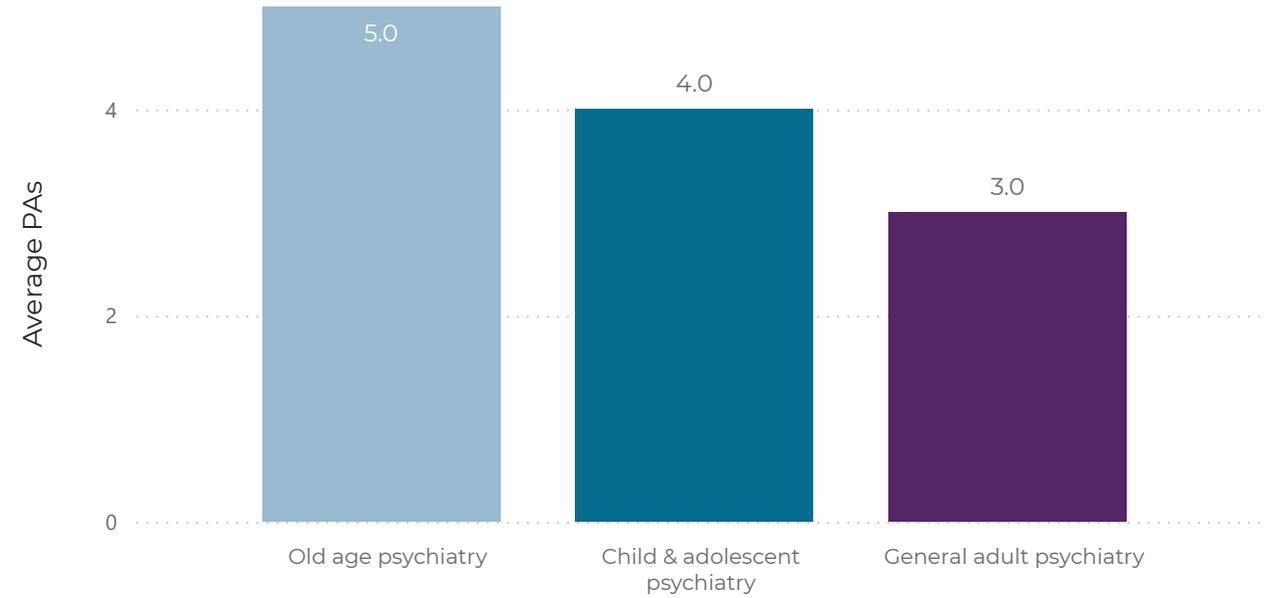
% of vacant academic consultant posts

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	
North			4.0				5.0	
South East					8.0	6.0	8.0	
West	5.0	5.0			5.0	5.0		
Total	5.6	5.7	4.8	4.3	5.3	4.8	4.4	3.0

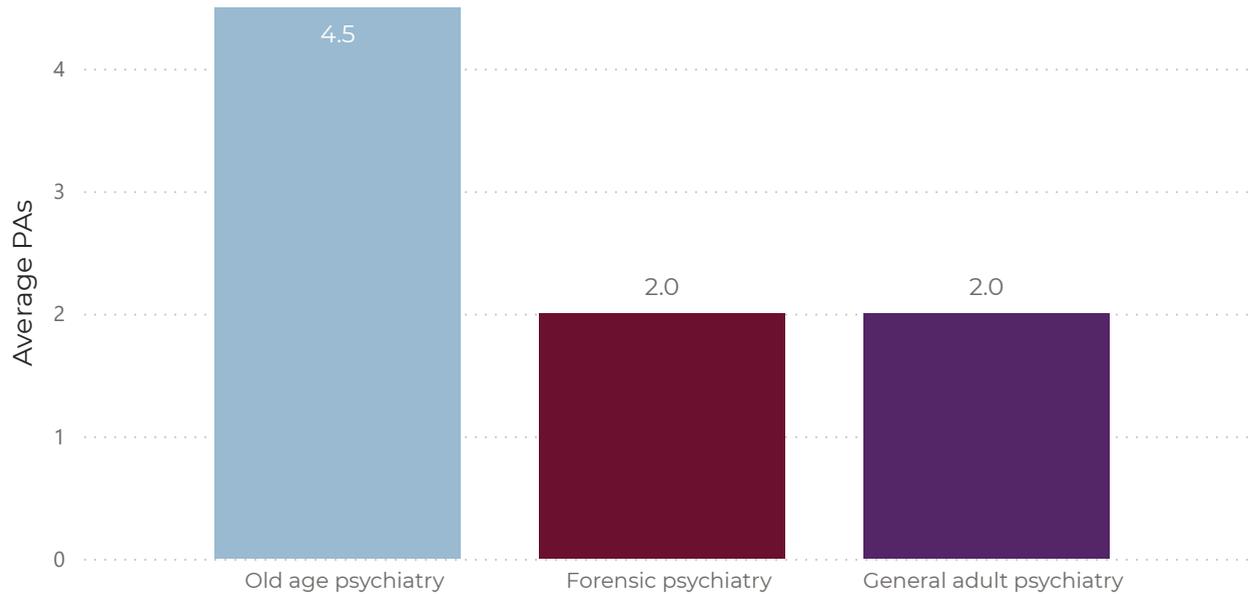
Average number of clinical PAs for male full-time substantive consultant posts, by specialty



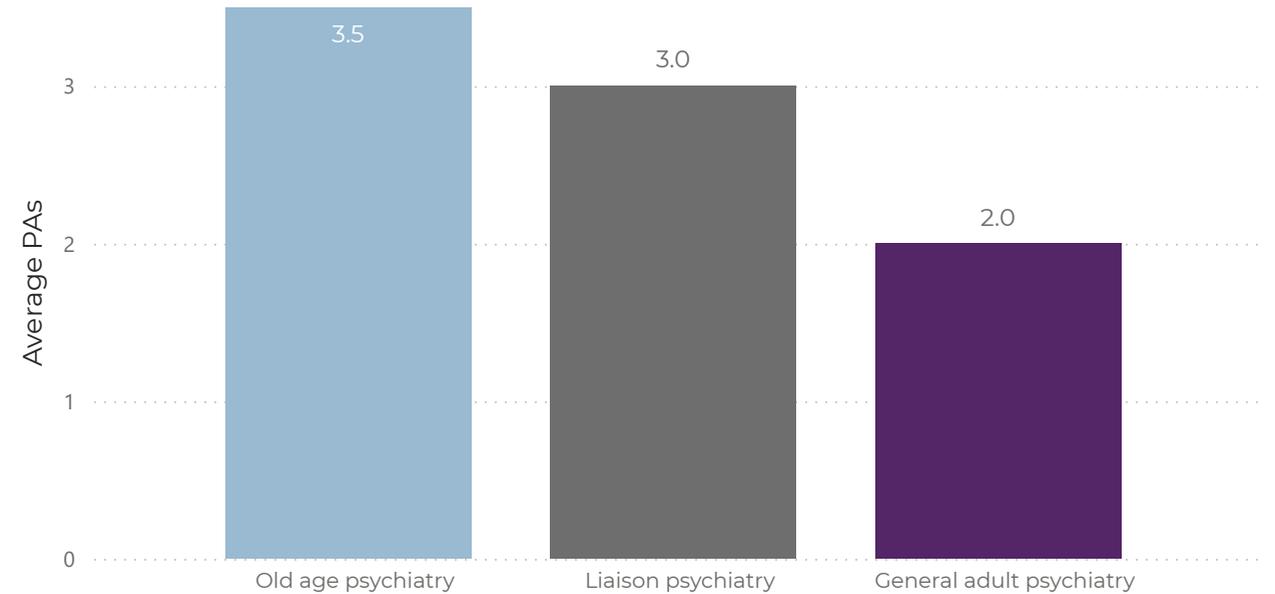
Average number of clinical PAs for female full-time substantive consultant posts, by specialty



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



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



Addictions psychiatry consultants

Country	Male full-time addictions sub cons	Female full-time addictions sub cons	Total full- time addictions sub cons	Male part- time addictions sub cons	Female part-time addictions sub cons	Total part- time addictions sub cons	Male full- time addictions locum cons	Female full-time addictions locum cons	Total full- time addictions locum cons	Male part- time addictions locum cons	Female part-time addictions locum cons	Total part- time addictions locum cons	Full-time vacant addictions cons posts	Part-time vacant addictions cons posts	Total vacant addictions cons posts	% of vacant addictions cons posts
England	15	2	17	15	20	35	1		1	2	2	4	1	1	2	3.4%
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%
North	5	2	7				4	1	5	1		1	4		4	23.5%
South East	1	3	4	1	4	5							2	1	3	25.0%
West	5	3	8	4	3	7	1		1	1		1		1	1	5.6%
Total	27	14	41	20	27	47	9	2	11	4	2	6	9	4	13	11.0%

Country	PAs male full-time addictions sub cons	PAs female full-time addictions sub cons	PAs male part-time addictions sub cons	PAs female part-time addictions sub cons
England	10.2	10.0	5.6	5.7
Northern Ireland	10.0	10.2		
Scotland	10.7	10.0	6.0	6.7
North	10.7	10.0		
South East	10.0	10.0	5.0	6.0
West	11.0	10.0	6.5	7.0
Total	10.4	10.1	5.7	5.9

39

Total number of addictions consultants in post

17.0%

% of vacant addictions consultant posts

34.0%

% 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%
North	3	4	7		7	7	1		1	1		1	4	1	5	23.8%
South East	1	3	4	2	9	11				1	6	7	2		2	8.3%
West	4	4	8	1	12	13					2	2	4		4	14.8%
Total	151	170	321	72	205	277	37	19	56	28	28	56	86	47	133	15.8%

Country	PAAs male full-time CAP sub cons	PAAs female full-time CAP sub cons	PAAs male part-time CAP sub cons	PAAs 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
North	10.5	10.8		5.2
South East	10.0	11.0	8.0	7.0
West	10.0	10.0	8.0	4.5
Total	10.1	10.2	6.4	6.3

61

Total number of CAP consultants in post

15.3%

% of vacant CAP consultant posts

30.6%

% 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	1	1	2											1	1	33.3%
⊖ Scotland	2		2	2	3	5				1		1	1		1	11.1%
North					2	2				1		1	1		1	25.0%
South East	2		2													
West				2	1	3										
Total	21	26	47	9	27	36	3	1	4	4	13	17	18	8	26	20.0%

Country	PAs male full-time ED sub cons	PAs female full-time ED sub cons	PAs male part-time ED sub cons	PAs female part-time ED sub cons
▲				
⊕ England	10.0	9.9	5.7	6.7
⊕ Northern Ireland	10.0	10.0		
⊖ Scotland	10.0		4.0	4.8
North				5.3
South East	10.0			
West			4.0	4.0
Total	10.0	9.9	5.3	6.4

8

Total number of ED consultants in post

11.1%

% of vacant ED consultant posts

22.2%

% 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%
National organisation	6	4	10	2	1	3										
North	4	5	9	1		1	2		2					1	1	7.7%
South East	4	2	6	1		1				1		1		1	1	11.1%
West	8	2	10	5	2	7										
Total	180	97	277	53	58	111	10	3	13	6	4	10	34	15	49	10.6%

Country	PAs male full-time forensic sub cons	PAs female full-time forensic sub cons	PAs male part-time forensic sub cons	PAs female part-time forensic sub cons
England	10.1	10.2	6.0	6.8
Northern Ireland	11.0	10.0	5.0	5.0
Scotland	10.2	10.5	6.8	8.0
National organisation	11.0	11.0	6.0	8.0
North	10.0	10.7	8.0	
South East	10.0	10.0	5.0	
West	10.0	10.0	8.0	8.0
Total	10.2	10.2	6.1	6.7

50

Total number of forensic consultants in post

3.8%

% of vacant forensic consultant posts

9.6%

% of non-substantive forensic consultant posts

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%
National				1	2	3										
North	12	1	13	3	7	10	17	2	19	1	4	5	11	1	12	20.3%
South East	14	6	20	2	6	8	2	1	3				2	3	5	13.9%
West	27	18	45	7	25	32	8	4	12	3	9	12	14	1	15	12.9%
Total	732	375	1,107	198	285	483	239	76	315	48	62	110	317	86	404	16.7%

Country	PAs male full-time GA sub cons	PAs female full-time GA sub cons	PAs male part-time GA sub cons	PAs female part-time GA sub cons
England	10.1	10.1	6.1	6.4
Northern Ireland	10.5	10.3		6.8
Scotland	10.3	10.0	5.8	6.0
National organisation			3.0	7.0
North	10.7	10.0	4.0	6.1
South East	10.0	10.0	8.0	5.3
West	10.0	10.0	8.0	6.0
Total	10.1	10.1	6.1	6.3

182

Total number of GA consultants in post

15.0%

% of vacant GA consultant posts

38.8%

% 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%	
National organisation	1		1	1	1	2											
North	4		4				2		2				4		4	40.0%	
South East	3	2	5	1	4	5											
West	1	2	3	2	7	9					1	1		1	1	7.1%	
Total	92	80	172	34	58	92	17	14	31	3	4	7	27	7	34	10.2%	

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
North	10.7			
South East	10.5	10.0	6.0	8.0
West	11.0	10.0	8.0	7.5
Total	10.2	10.0	6.2	6.7

32

Total number of ID consultants in post

13.5%

% of vacant ID consultant posts

21.6%

% 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	2	3	5		4	4	1		1		1	1	2		2	15.4%	
⊖ Scotland	4	5	9	8	11	19							2		2	6.6%	
North	1		1	3	3	6											
South East	3	2	5	4	7	11											
West		3	3	1	1	2							2		2	27.0%	
Total	84	70	154	29	69	98	11	12	23	1	2	3	22	11	33	10.6%	

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
North	10.0		4.5	5.7
South East	10.0	10.0	6.0	7.0
West		10.7	6.0	7.0
Total	10.2	10.1	6.3	6.7

28
Total number of liaison consultants in post

6.6%
% of vacant liaison consultant posts

6.6%
% 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					
North	1	1	2	3	3	6											
South East				1	3	4											
West	4		4	2	5	7	1		1	1		1					
Total	22	15	37	18	33	51	1		1	2		2	4	2	3	5	5.4%

Country	PAs male full-time med psych sub cons	PAs female full-time med psych sub cons	PAs male part-time med psych sub cons	PAs female part-time med psych sub cons
▲				
⊕ England	10.0	10.0	6.2	6.2
⊕ Northern Ireland	9.0			5.0
⊖ Scotland	11.3	10.0	5.4	6.0
North	12.0	10.0	4.3	4.0
South East			6.0	8.0
West	11.0		7.0	7.0
Total	10.1	10.0	6.0	6.0

25
Total number of med psych consultants in post

0.0%
% of vacant med psych consultant posts

8.0%
% 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										
North				1		1										
South East	2		2	1	1	2										
Total	18	3	21	12	8	20	3		3	2		2	3	1	4	8.0%

Country	PAs male full-time neuropsychiatry sub cons	PAs female full-time neuropsychiatry sub cons	PAs male part-time neuropsychiatry sub cons	PAs female part-time neuropsychiatry sub cons
▲				
⊕ England	10.1	10.0	5.5	5.8
⊖ Scotland	10.0		4.0	5.0
North			3.0	
South East	10.0		5.0	5.0
Total	10.1	10.0	5.0	5.7

5
Total number of neuropsychiatry consultants in post

0.0%
% of vacant neuropsychiatry consultant posts

0.0%
% 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%
North	7	5	12	1	9	10	8	1	9		1	1	8	2	10	23.8%
South East		4	4	3	6	9	1		1				1	2	3	17.6%
West	16	10	26	4	12	16				4	1	5	5	1	6	11.3%
Total	274	188	462	71	144	215	55	14	69	16	13	29	94	33	127	14.1%

Country	PAs male full-time old age sub cons	PAs female full-time old age sub cons	PAs male part-time old age sub cons	PAs female part-time old age sub cons
England	10.1	10.1	6.2	6.6
Northern Ireland	10.5	10.0	5.5	8.0
Scotland	10.5	10.5	7.7	6.5
North	10.8	10.3	8.0	6.5
South East		11.0	8.0	7.0
West	10.0	10.5	7.0	6.0
Total	10.2	10.1	6.3	6.7

93

Total number of old age consultants in post

17.0%

% of vacant old age consultant posts

31.3%

% 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%	
North				1	2	3							1	1				
South East	1		1		1	1							1	1	1	1	25.0%	
West	1		1		1	1									1	1	33.3%	
Total	26	53	79	6	54	60				1	1	3	8	11	10	6	16	9.6%

Country	PAs male full-time perinatal sub cons	PAs female full-time perinatal sub cons	PAs male part-time perinatal sub cons	PAs female part-time perinatal sub cons
England	10.0	10.1	5.7	7.2
Northern Ireland		10.0		6.0
Scotland	10.0		5.0	6.5
North			5.0	5.0
South East	10.0			8.0
West	10.0			8.0
Total	10.0	10.1	5.6	7.0

9
Total number of perinatal consultants in post

18.2%
% of vacant perinatal consultant posts

36.4%
% of non-substantive perinatal consultant posts

Rehabilitation psychiatry consultants

Country	Male full-time rehab sub cons	Female full-time rehab sub cons	Total full-time rehab sub cons	Male part-time rehab sub cons	Female part-time rehab sub cons	Total part-time rehab sub cons	Male full-time rehab locum cons	Female full-time rehab locum cons	Total full-time rehab locum cons	Male part-time rehab locum cons	Female part-time rehab locum cons	Total part-time rehab locum cons	Full-time vacant rehab cons posts	Part-time vacant rehab cons posts	Total vacant rehab cons posts	% of vacant rehab cons posts
▲																
⊕ England	46	27	73	17	26	43	6	3	9	7	3	10	15	5	20	12.9%
⊕ Northern Ireland		1	1	1	1	2							1		1	25.0%
⊖ Scotland	4	5	9	2	3	5										
North	3		3													
South East	1	5	6		1	1										
West				2	2	4										
Total	50	33	83	20	30	50	6	3	9	7	3	10	16	5	21	12.1%

Country	PAs male full-time rehab sub cons	PAs female full-time rehab sub cons	PAs male part-time rehab sub cons	PAs female part-time rehab sub cons
▲				
⊕ England	10.2	9.9	5.7	5.9
⊕ Northern Ireland		10.0	6.0	8.0
⊖ Scotland	10.5	9.5	7.0	4.0
North	10.7			
South East	10.0	9.5		4.0
West			7.0	4.0
Total	10.3	9.9	5.9	5.8

14
Total number of rehab consultants in post

0.0%
% of vacant rehab consultant posts

0.0%
% of non-substantive rehab consultant posts

Specialty and specialist (SAS) doctors

Substantive posts

At the end of March 2025, there were 165 specialty and specialist (SAS) psychiatrist posts across the health boards and organisations in Scotland that responded to the RCPsych Workforce Census, 89% (147) of which were filled by substantive SAS psychiatrists.

Two thirds (67%) of substantive SAS doctors in Scotland are female psychiatrists, while a third (33%) are male. There has consistently been a greater percentage of women in post in each census, with the gender gap widening in recent years; the male/female gender split was 44% and 56% in 2021, 41% and 59% in 2023, and finally, 33% and 67% in 2025.

Non-substantive posts

One in nine (11%) SAS psychiatrist posts across the responding boards and organisations in Scotland were vacant or filled by non-substantive psychiatrists in 2025, the same as the proportion of vacant SAS doctor posts from the 2023 census (with 11%), but lower than the proportion when all non-substantive posts were accounted for (with 18%).

Psychiatric specialties

The specialty with the greatest proportion of non-substantive SAS doctor posts across Scotland was general adult psychiatry with 16%, followed by addictions psychiatry with 14%; **one in six general adult SAS psychiatrist posts were vacant or filled by non-substantive psychiatrists.**

On the other hand, eating disorders psychiatry, forensic psychiatry, medical psychotherapy, and rehabilitation psychiatry had no non-substantive SAS doctor posts in 2025, while 5% of old age psychiatry posts were filled by non-substantive SAS psychiatrists, more than three times lower than the proportion for general adult psychiatry.

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

Scottish regions

Among the three Scottish regions, the West had the greatest proportion of non-substantive SAS doctor posts with 16%, five percentage points greater than the national average of 11%; **around one in six SAS doctor posts across the West of Scotland were vacant or filled by non-substantive psychiatrists.** In contrast, the North and South East of Scotland had proportions of 9% and 7%, respectively (seven and nine percentage points below the value for the West).

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

Specialty and specialist (SAS) doctors

147

Total number of substantive SAS doctor posts

18

Total number of non-substantive SAS doctor posts

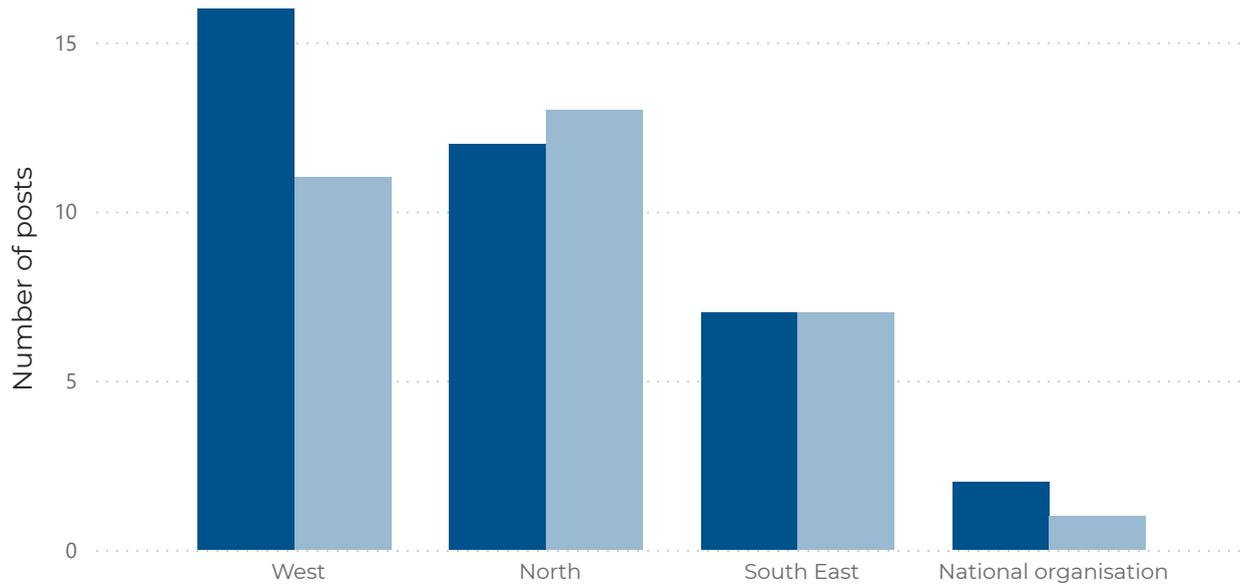
10.9%

% 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%
National	2	1	3	1	2	3				
North	12	13	25	2	13	15	1	3	4	9.1%
South East	7	7	14	4	24	28	2	1	3	6.7%
West	16	11	27	5	27	32	7	4	11	15.7%
Total	685	627	1,312	96	335	431	257	107	364	17.3%

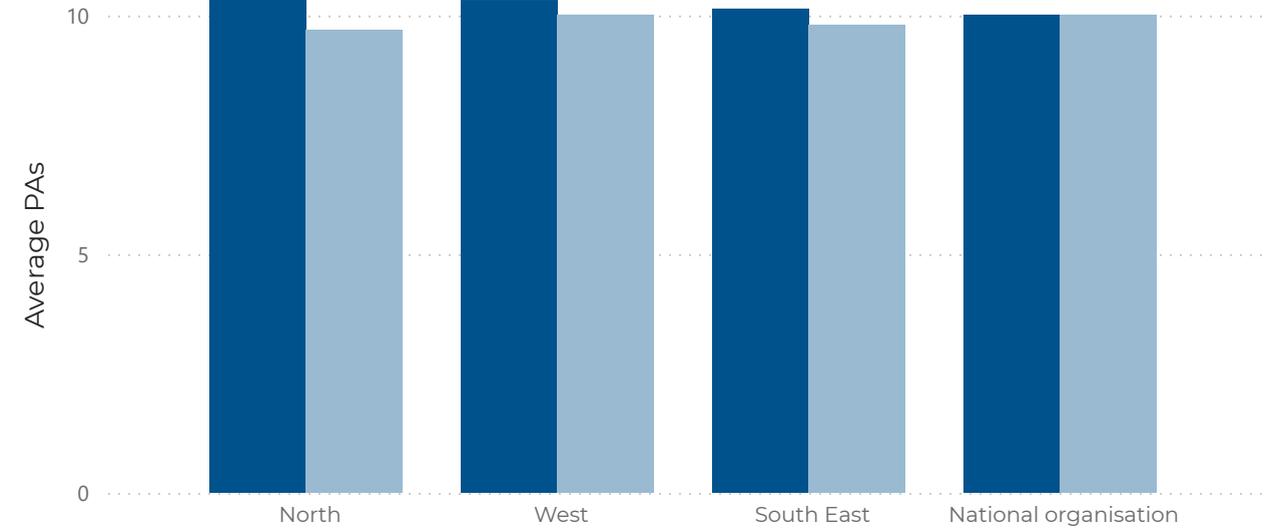
Full-time substantive SAS doctor posts by gender and region

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



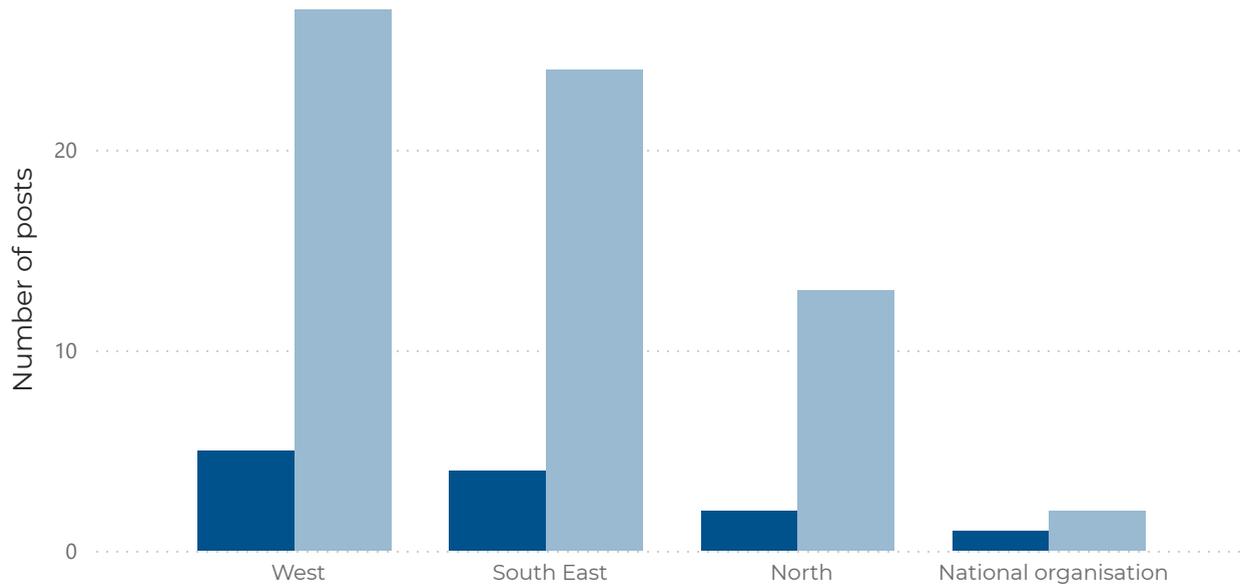
Average number of paid PAs, full-time substantive SAS doctor posts, by gender and region

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



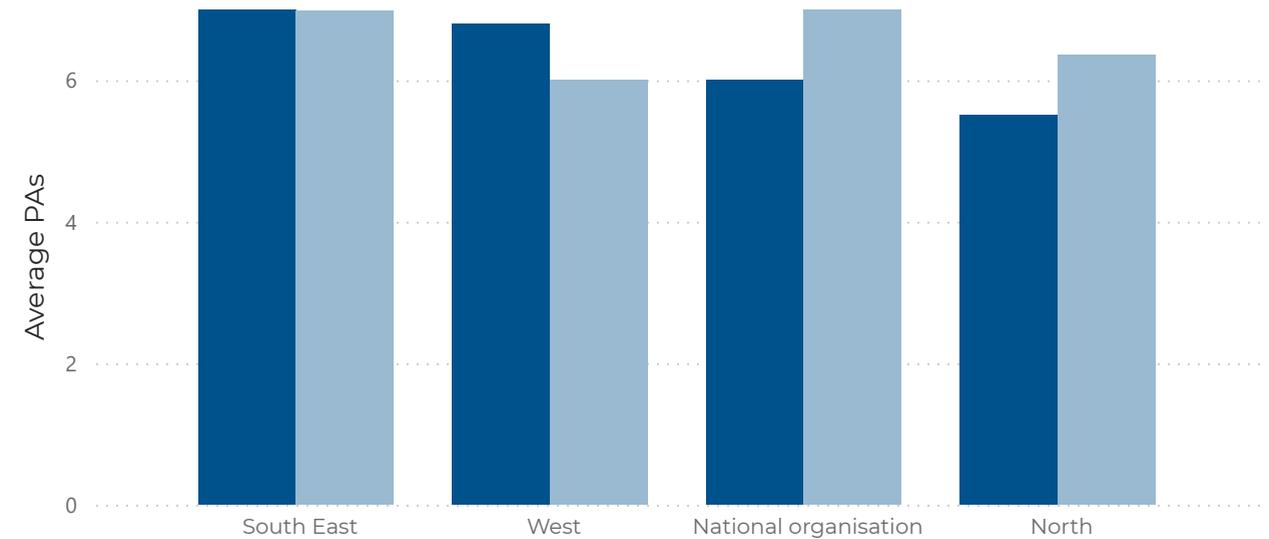
Part-time substantive SAS doctor posts by gender and region

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



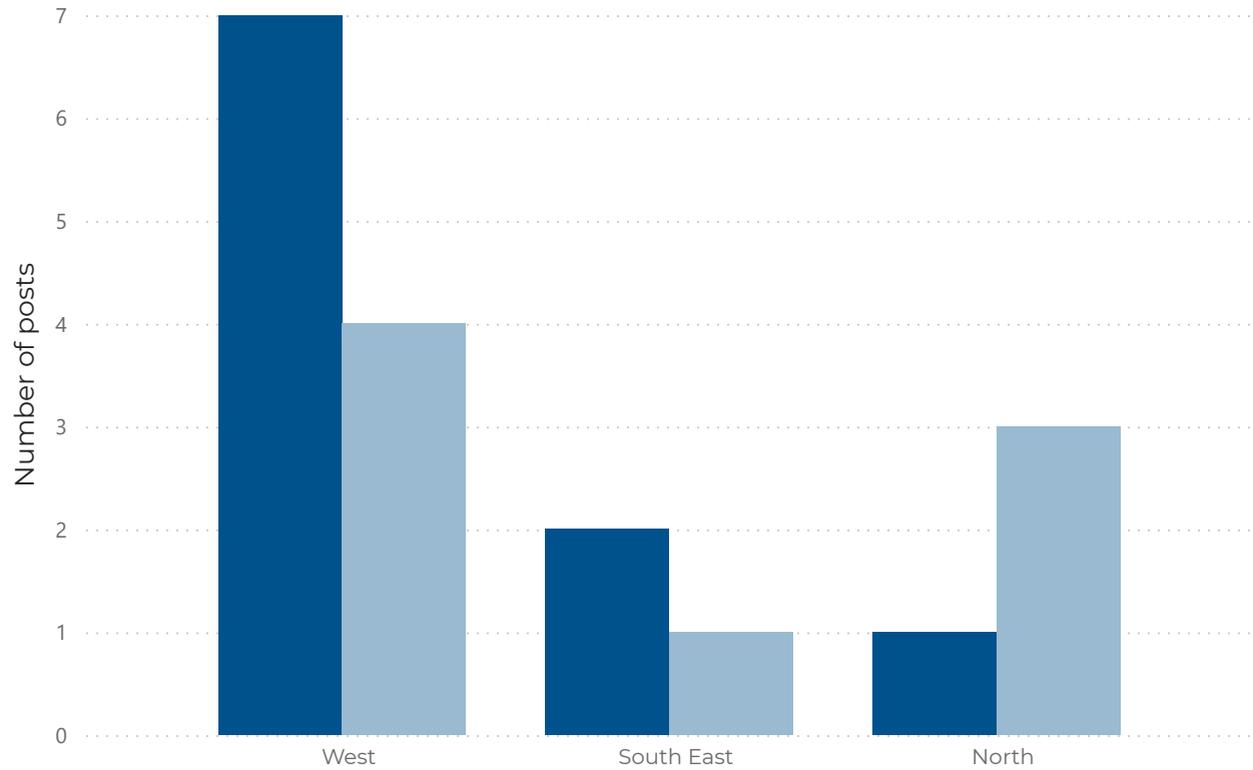
Average number of paid PAs, part-time substantive SAS doctor posts, by gender and region

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



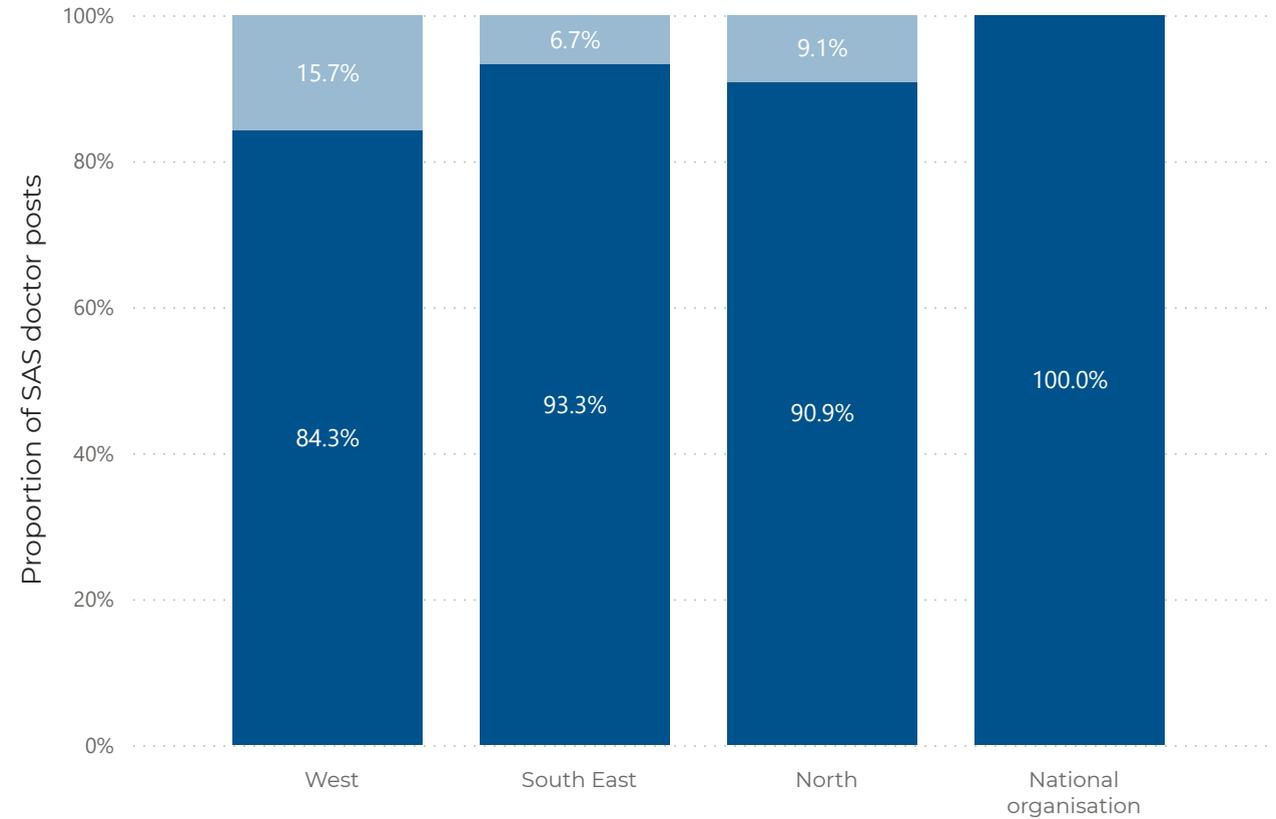
Full-time and part-time non-substantive SAS doctor posts by region

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



Substantive and non-substantive SAS doctor posts by region

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



Academic psychiatry specialty and specialist (SAS) doctors

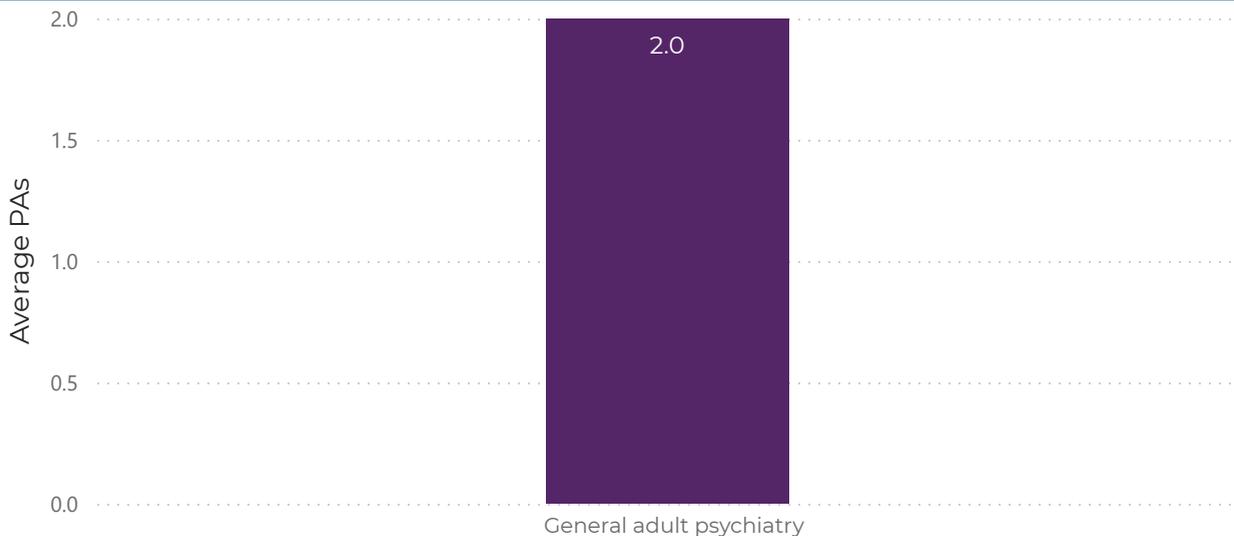
Country	Male full-time academic substantive SAS doctors	Female full-time academic substantive SAS doctors	Total full-time academic substantive SAS doctors	Male part-time academic substantive SAS doctors	Female part-time academic substantive SAS doctors	Total part-time academic substantive SAS doctors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

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

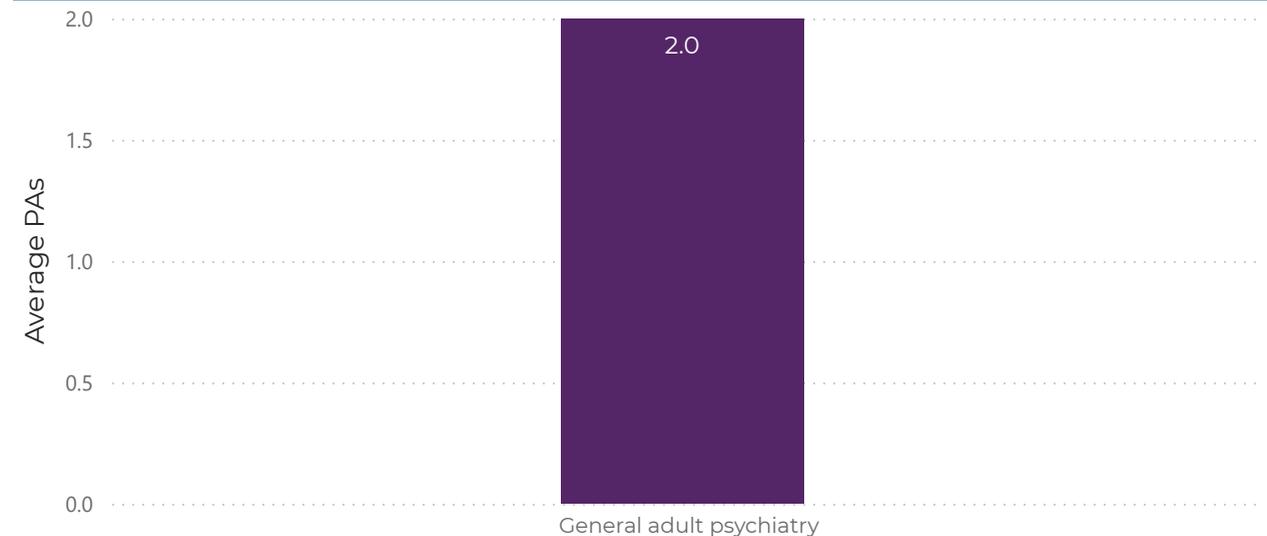
0
Total number of academic SAS doctors in post

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%
North	4		4		3	3				
South East				1		1				
West	4		4				1	1	2	33.3%
Total	15	8	23	2	5	7	4	3	7	18.9%

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
North	10.5			6.3
South East			7.0	
West	11.0			
Total	10.5	10.0	6.5	7.0

12

Total number of addictions SAS doctors in post

14.3%

% 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%
North	1	3	4		2	2				
South East	2	1	3	1	8	9				
West	1	2	3	1	4	5		3	3	27.3%
Total	62	80	142	9	61	70	29	18	47	18.1%

Country	PAs male full-time CAP substantive SAS doctors	PAs female full-time CAP substantive SAS doctors	PAs male part-time CAP substantive SAS doctors	PAs female part-time CAP substantive SAS doctors
England	10.1	9.8	7.8	6.6
Northern Ireland	10.0	10.0		4.0
Scotland	10.7	10.3	6.5	6.0
North	12.0	10.5		6.0
South East	10.0	10.0	5.0	6.0
West	10.0	10.0	8.0	6.0
Total	10.1	9.9	7.4	6.4

26

Total number of CAP SAS doctors in post

10.3%

% 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				
North					3	3				
South East		1	1		1	1				
West					1	1				
Total	6	17	23	1	19	20	9	4	13	23.2%

Country	PAs male full-time ED substantive SAS doctors	PAs female full-time ED substantive SAS doctors	PAs male part-time ED substantive SAS doctors	PAs female part-time ED substantive SAS doctors
England	10.0	9.6	6.5	4.9
Northern Ireland				6.0
Scotland		10.0		5.8
North				5.5
South East		10.0		6.0
West				6.0
Total	10.0	9.7	6.5	5.3

6
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				
National organisation	2	1	3							
North				1		1				
Total	59	39	98	7	13	20	13	2	15	11.3%

Country	PAs male full-time forensic substantive SAS doctors	PAs female full-time forensic substantive SAS doctors	PAs male part-time forensic substantive SAS doctors	PAs female part-time forensic substantive SAS doctors
▲				
⊕ England	10.0	10.0	5.5	7.1
⊕ Northern Ireland				5.0
⊖ Scotland	10.0	10.0	5.0	
National organisation	10.0	10.0		
North			5.0	
Total	10.0	10.0	5.4	6.8

4

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%
National organisation				1	2	3				
North	5	3	8	1	1	2		3	3	23.1%
South East	3	4	7	1	7	8	1	1	2	11.8%
West	7	5	12	1	11	12	5		5	17.2%
Total	330	281	611	35	102	137	120	44	164	18.0%

Country	PAs male full-time GA substantive SAS doctors	PAs female full-time GA substantive SAS doctors	PAs male part-time GA substantive SAS doctors	PAs female part-time GA substantive SAS doctors
England	10.0	9.9	6.2	6.2
Northern Ireland	10.0	10.0		6.5
Scotland	10.1	10.0	6.5	7.3
National organisation			6.0	7.0
North	10.0	10.0	6.0	7.5
South East	10.5	10.0	8.0	7.7
West	10.0	10.0	6.0	7.0
Total	10.0	10.0	6.3	6.4

52
Total number of GA SAS doctors in post

16.1%
% 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	1	33.3%
Scotland	1	2	3		5	5	1		1	11.1%
North		2	2				1		1	33.3%
South East	1		1		4	4				
West					1	1				
Total	30	39	69	7	22	29	8	4	12	10.9%

Country	PAs male full-time ID substantive SAS doctors	PAs female full-time ID substantive SAS doctors	PAs male part-time ID substantive SAS doctors	PAs female part-time ID substantive SAS doctors
England	10.1	10.1	5.4	6.2
Northern Ireland	10.0			8.0
Scotland	10.0	8.0		6.2
North		8.0		
South East	10.0			7.3
West				4.0
Total	10.1	10.0	5.4	6.3

8
Total number of ID SAS doctors in post

11.1%
% 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%
Total	22	11	33	3	10	13	17	5	22	32.4%

Country	PAAs male full-time liaison substantive SAS doctors	PAAs female full-time liaison substantive SAS doctors	PAAs male part-time liaison substantive SAS doctors	PAAs female part-time liaison substantive SAS doctors
England	10.0	10.0	5.3	6.6
Total	10.0	10.0	5.3	6.6

0
Total number of liaison SAS doctors in post

0.0%
% 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				
West				1		1				
Total				1		1				

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

1
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%
Total	2	7	9	3	2	5	1	1	2	12.5%

Country	PAs male full-time neuropsychiatry substantive SAS doctors	PAs female full-time neuropsychiatry substantive SAS doctors	PAs male part-time neuropsychiatry substantive SAS doctors	PAs female part-time neuropsychiatry substantive SAS doctors
England		10.0	5.5	6.0
Total		10.0	5.5	6.0

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%
North	2	4	6		4	4				
South East	1	1	2	1	4	5	1		1	12.5%
West	4	4	8	2	9	11	1		1	5.0%
Total	110	107	217	23	71	94	39	9	48	13.3%

Country	PAs male full-time old age substantive SAS doctors	PAs female full-time old age substantive SAS doctors	PAs male part-time old age substantive SAS doctors	PAs female part-time old age substantive SAS doctors
England	10.0	9.9	6.4	5.9
Northern Ireland	10.5	10.0		5.7
Scotland	10.0	9.7	7.3	6.8
North	10.0	9.7		6.7
South East	10.0	9.0	8.0	8.0
West	10.0	10.0	7.0	6.5
Total	10.1	9.9	6.6	6.1

36
Total number of old age SAS doctors in post

5.3%
% 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%
Total	8	16	24	1	19	20	2	4	6	12.0%

Country	PAs male full-time perinatal substantive SAS doctors	PAs female full-time perinatal substantive SAS doctors	PAs male part-time perinatal substantive SAS doctors	PAs female part-time perinatal substantive SAS doctors
England	9.9	9.7	5.5	6.0
Total	9.9	9.7	5.5	6.0

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				
North		1	1							
West					1	1				
Total	38	22	60	4	10	14	15	13	28	27.5%

Country	PAs male full-time rehabilitation substantive SAS doctors	PAs female full-time rehabilitation substantive SAS doctors	PAs male part-time rehabilitation substantive SAS doctors	PAs female part-time rehabilitation substantive SAS doctors
▲				
⊕ England	9.9	10.0	6.0	6.1
⊕ Northern Ireland	10.0	10.0		
⊖ Scotland		9.0		5.0
North		9.0		
West				5.0
Total	9.9	9.9	6.0	5.9

2
Total number of rehabilitation SAS doctors in post

0.0%
% of non-substantive rehabilitation SAS doctor posts

Clinical fellows

Substantive posts

The number of clinical fellows (CFs) in post across Scotland was first collated in the 2023 census. There were 27 substantive CFs in post at the end of March 2025, 63% of whom were female psychiatrists and 37% male psychiatrists.

Non-substantive posts

None of the clinical fellow posts across the responding boards in Scotland were vacant or filled by non-substantive psychiatrists in 2025, an improvement from the true vacancy rate of 10% (four posts) in 2023.

Clinical fellows (CFs)

27

Total number of substantive CF posts

0

Total number of non-substantive CF posts

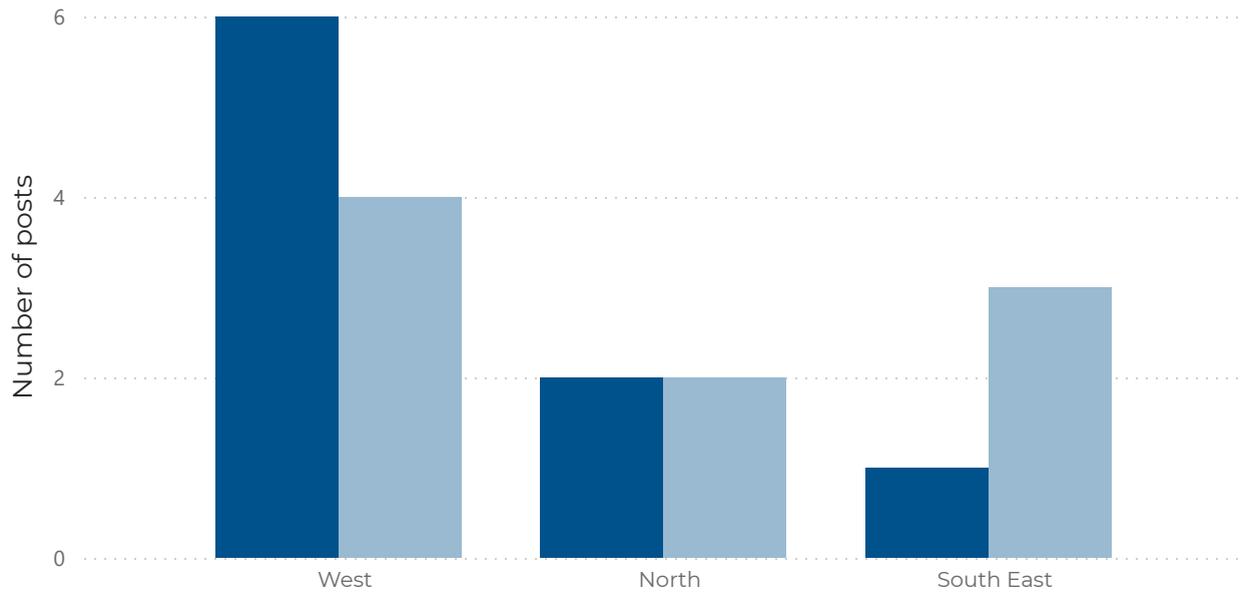
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% of non-substantive CF posts

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	Full-time non-substantive CF posts	Part-time non-substantive CF posts	Total non-substantive CF posts	% of non-substantive 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				
North	2	2	4		2	2				
South East	1	3	4	1	4	5				
West	6	4	10		2	2				
Total	60	85	145	7	30	37	13	4	17	8.5%

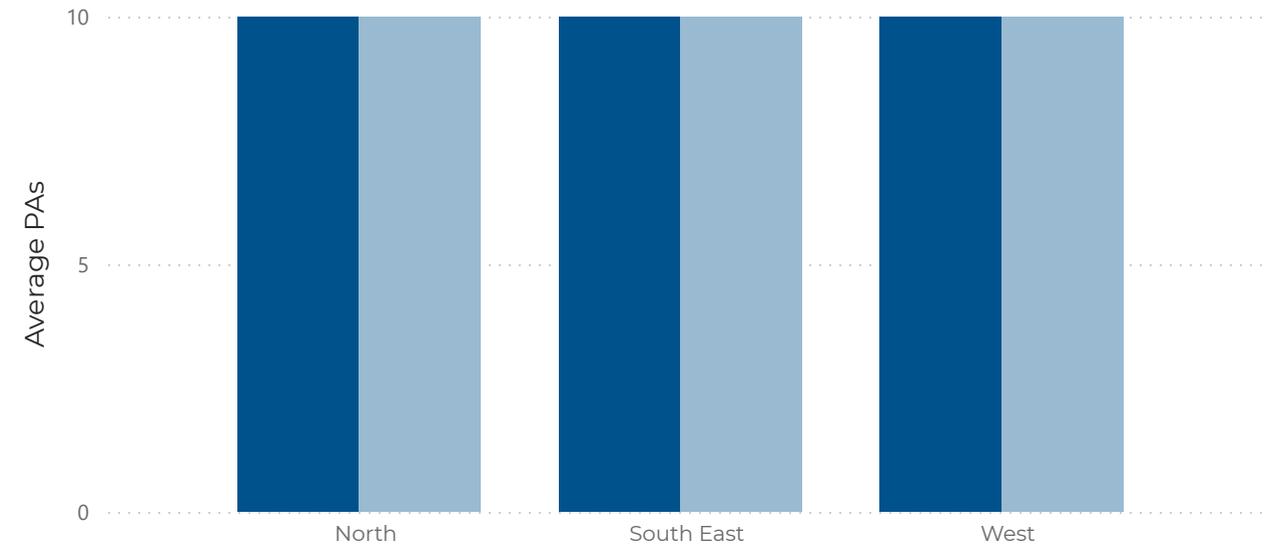
Full-time substantive CF posts by gender and region

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



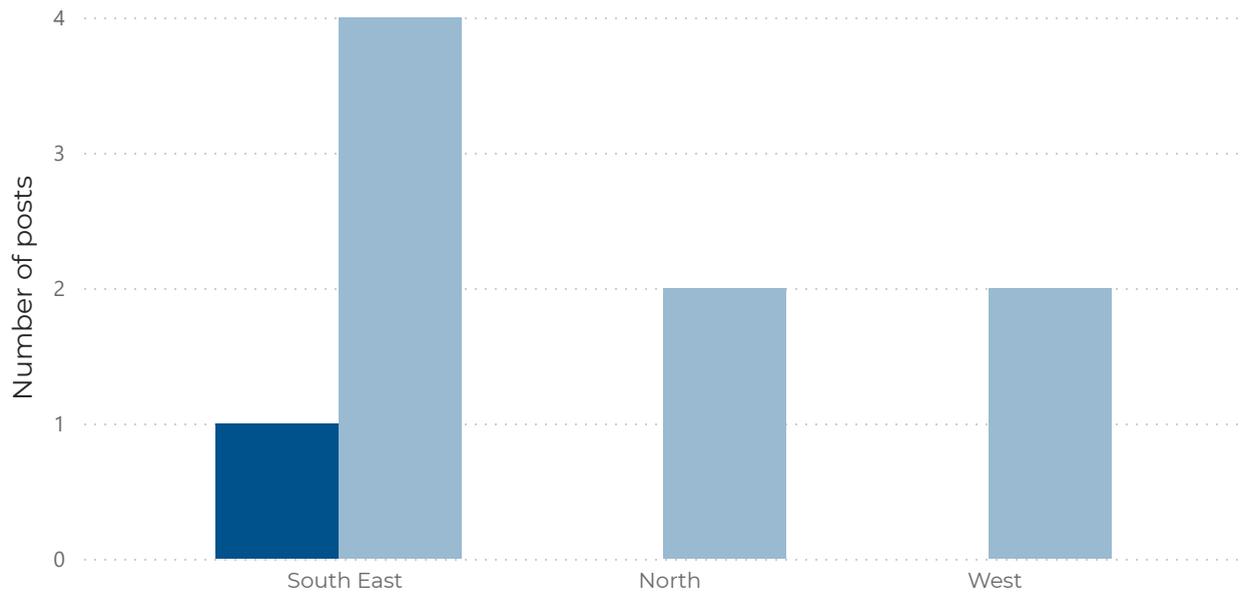
Average number of paid PAs, full-time substantive CF posts, by gender and region

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



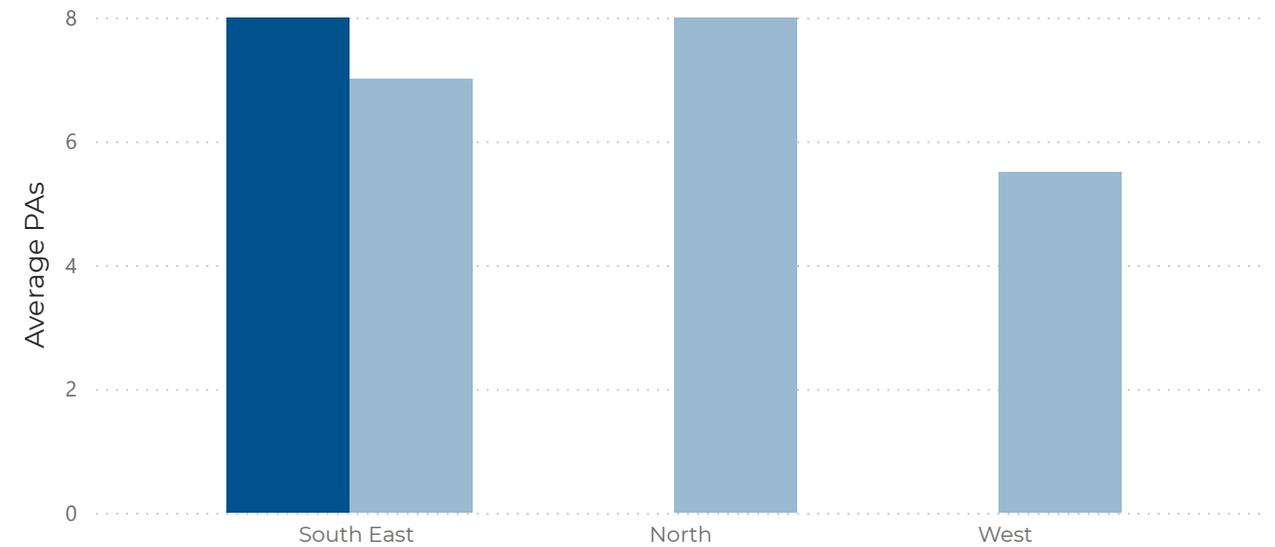
Part-time substantive CF posts by gender and region

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

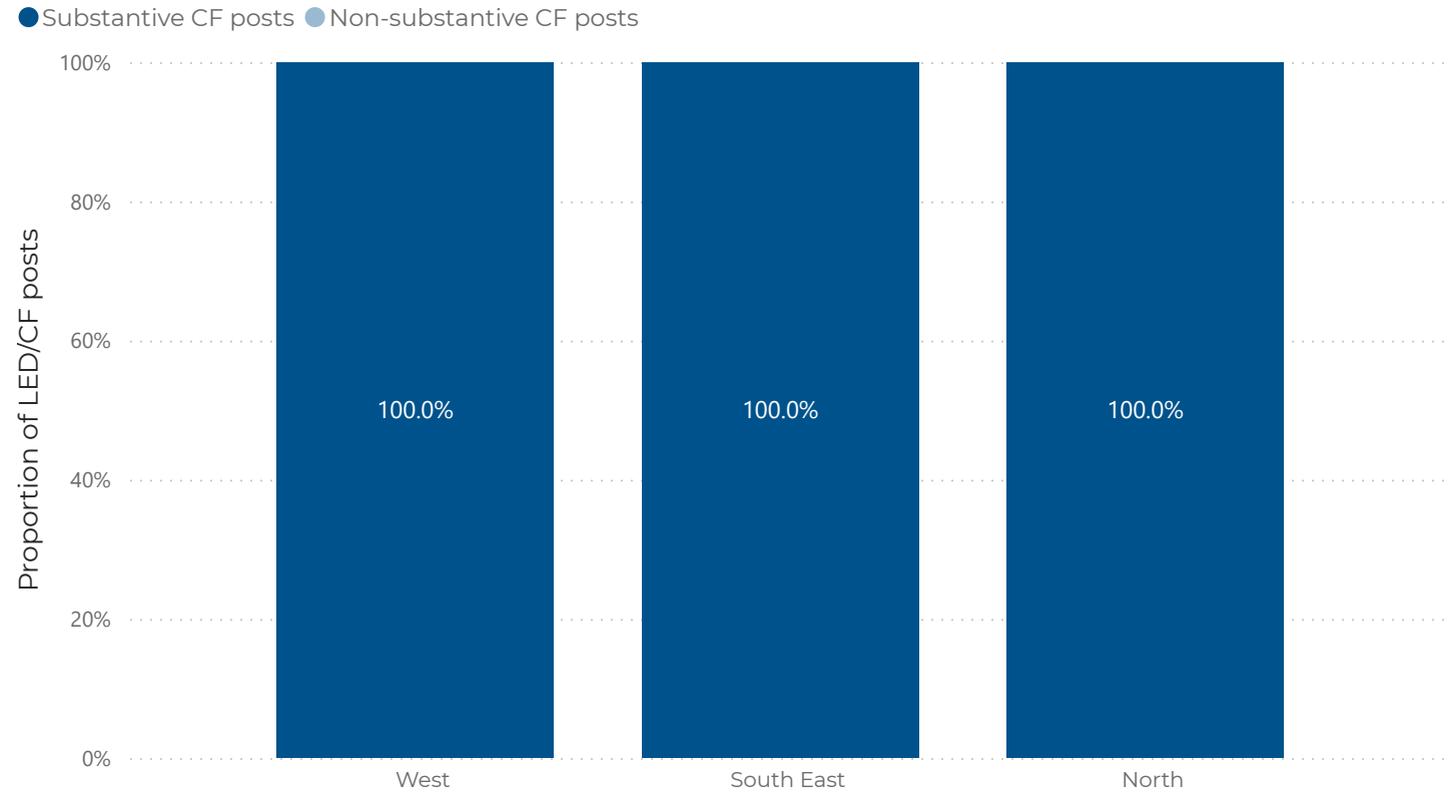


Average number of paid PAs, part-time substantive CF posts, by gender and region

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



Substantive and non-substantive CF posts by region



Consultant, specialty and specialist (SAS) doctor retirements

A total of 26 substantive consultants and SAS doctors retired in 2024 and 2025, comprising 42% (11) men and 58% (15) women, and 31% (eight) of whom were re-employed part-time.

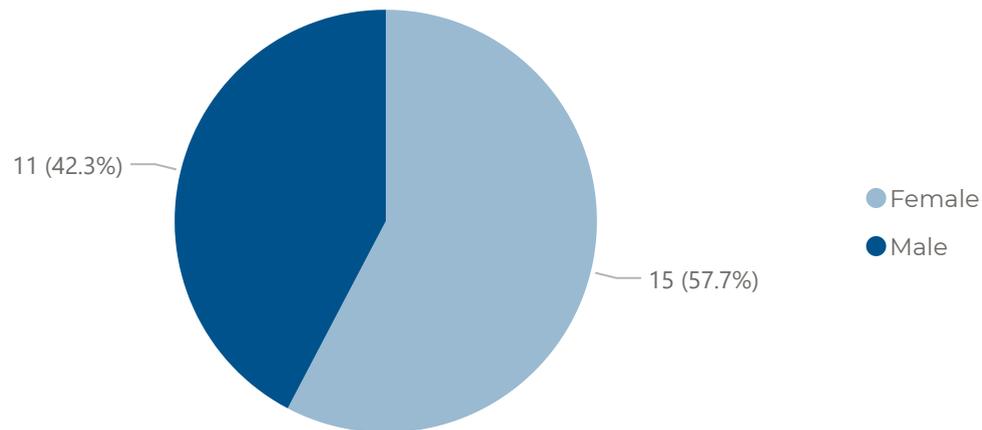
Consultant, specialty and specialist (SAS) doctor retirements

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
North	5	4	9	3	3	6	2
South East	1		1		4	4	2
West	2	3	5		1	1	4
Total	116	98	214	62	69	131	37

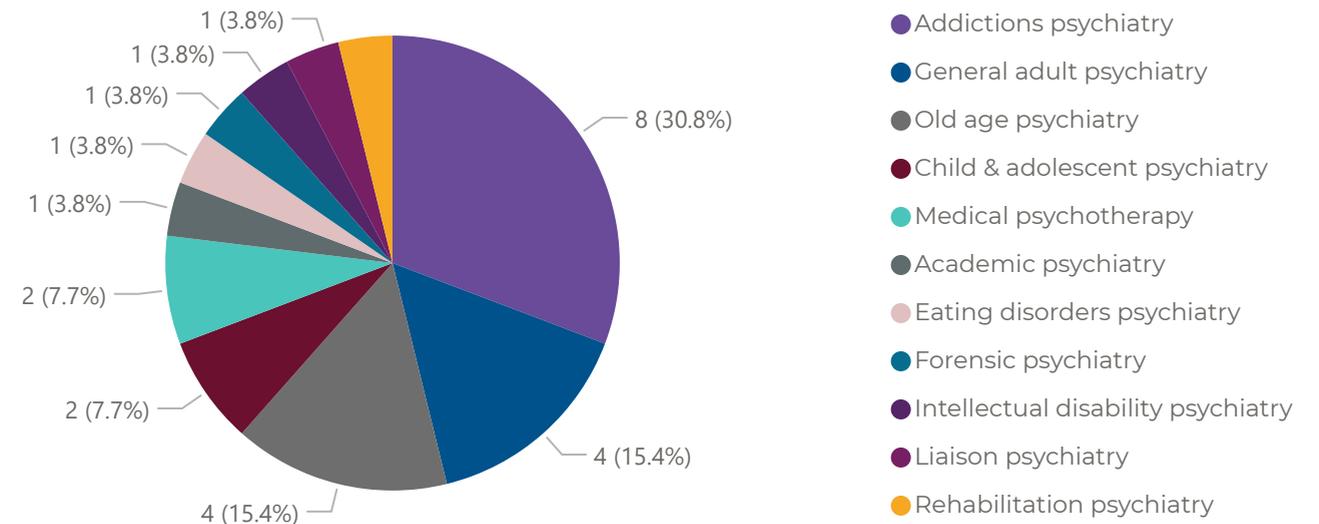
26

Total consultant and SAS doctor retirements (2024 to 2025)

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



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



Appendix D: Respondents to the 2019, 2021, 2023 and 2025 RCPsych censuses - Scotland

Health board / organisation	Region	2019	2021	2023	2025
Cygnnet Health Care (Scotland)	National organisation	No	No	No	Yes
Mental Welfare Commission for Scotland	National organisation	Yes	Yes	Yes	Yes
NHS Ayrshire & Arran	West	Yes	Yes	Yes	No
NHS Borders	South East	Yes	Yes	Yes	Yes
NHS Dumfries & Galloway	West	No	No	Yes	No
NHS Fife	South East	Yes	No	No	Yes
NHS Forth Valley	West	No	No	Yes	Yes
NHS Grampian	North	Yes	Yes	Yes	Yes
NHS Greater Glasgow & Clyde	West	Yes	Yes	Yes	Yes
NHS Highland	North	No	No	Yes	Yes
NHS Lanarkshire	West	Yes	Yes	Yes	Yes
NHS Lothian	South East	Yes	No	Yes	Yes
NHS Orkney	North	Yes	Yes	Yes	No
NHS Shetland	North	Yes	Yes	Yes	Yes
NHS Tayside	North	No	No	No	Yes
NHS Western Isles	West	Yes	Yes	No	Yes
Priory Ayr Clinic	National organisation	Yes	Yes	No	No
Surehaven Glasgow	National organisation	Yes	Yes	No	No
The State Hospitals Board for Scotland	National organisation	Yes	Yes	Yes	Yes

Appendix E: Consultant, SAS doctor, and CF vacancy rates by census year - Scotland

Census year	Health board response rate	% of vacant consultant posts	% of non-substantive consultant posts	% of vacant SAS doctor posts	% of non-substantive SAS doctor posts	% of vacant CF posts	% of non-substantive CF posts
2019	71%	10%	23%	7%	15%	-	-
2021	57%	9%	25%	12%	34%	-	-
2023	79%	15%	25%	11%	18%	5%	10%
2025	79%	13%	28%	-	11%	-	0%

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

Specialty	% of vacant consultant posts	% of non-substantive consultant posts	% of non-substantive SAS doctor posts
Academic psychiatry	0%	-	-
Addictions psychiatry	17%	34%	14%
Child & adolescent psychiatry	15%	31%	10%
Eating disorders psychiatry	11%	22%	0%
Forensic psychiatry	4%	10%	0%
General adult psychiatry	15%	39%	16%
Intellectual disability psychiatry	14%	22%	11%
Liaison psychiatry	7%	7%	-
Medical psychotherapy	0%	8%	0%
Neuropsychiatry	0%	0%	-
Old age psychiatry	17%	31%	5%
Perinatal psychiatry	18%	36%	-
Rehabilitation psychiatry	0%	0%	0%
All specialties	13%	28%	11%

Appendix G: Consultant, SAS doctor and CF vacancy rates by region - Scotland

Region	% of vacant consultant posts	% of non-substantive consultant posts	% of non-substantive SAS doctor posts	% of non-substantive CF posts
North	19%	45%	9%	0%
South East	10%	18%	7%	0%
West	11%	24%	16%	0%
National organisations	0%	0%	0%	-
Scotland	13%	28%	11%	0%