
Pre-report summary of the 2019 census

October 2019

The Royal College of Psychiatrists' pre-report summary of the 2019 census

Introduction

The Royal College of Psychiatrists' census is a biennial survey of NHS organisations and private and independent providers who employ psychiatrists in the UK. The census focuses on psychiatrists in non-training grade posts, namely consultants and specialty and associate specialist (SAS) doctors. For the first time, in the 2019 census, physician associates working within mental health are also accounted for. Data was collected by sending data capture and guidance to each NHS trust, giving specific instructions about how to complete the data set and return it to us.

Key findings

In 2019, 9.91% of consultant psychiatrist posts in English NHS trusts were unfilled.

The RCPsych regions in which the vacancy rates were higher than the national average were: the West Midlands (12.55%), Northern & Yorkshire (11.17%) and the South East (10.47%) ([Table 4](#)).

The vacancy rate was 9.66% in Scotland, 7.47% in Northern Ireland and 12.74% in Wales ([Table 2](#)).

Participation

89% of NHS organisations responded compared with 79% in 2017.

86 of 97 NHS trusts, boards and other organisations responded to the data request, compared with only 12 of the 75 private, independent and third sector providers.

In 2017, 100 trusts were contacted with 79 respondents (79%). Only 4 of the 64 private providers that were contacted supplied data.

Previous findings

2017: 9.0% of consultant psychiatrist posts in the UK were vacant. 5,395 out of the 5,932 posts were filled, meaning there were 537 vacancies ([2017 workforce census](#)).

2015: 6.8% of consultant psychiatrist posts across England, Wales and Northern Ireland were vacant. 4,793 out of the 5,142 posts were filled, meaning there were 349 vacancies ([2015 workforce census](#)).

2013: 4.9% of consultant psychiatrist posts across England, Wales and Northern Ireland were vacant. 4,525.5 out of the 4,757.2 posts were filled, meaning there were 231.7 vacancies ([2013 workforce census](#)).

Table 1: English NHS trusts, occupied and vacant roles by psychiatric specialty

	Occupied roles				Vacant full time	Vacant part time	Total establishment	Vacancy rate
	Full time	Part time	Locum full time	Locum part time				
Academic	18	117	0	16	3	4	158	4.43%
Addictions	45	25	4	3	3	2	82	5.64%
Child and adolescent	367	312	88	46	81	32	925	12.14%
Eating disorders	31	29	4	1	9	3	77	15.58%
Forensic	302	102	17	7	23	11	462	7.36%
General adult	1292	418	218	65	184	43	2220	10.23%
Intellectual disability	177	65	23	12	25	6	308	10.08%
Liaison	141	79	13	6	26	6	271	11.81%
Medical psychotherapy	34	46	2	1	7	2	92	9.77%
Neuro-psychiatry	20	6	3	2	3	1	35	11.43%
Old age	474	185	62	27	53	18	819	8.67%
Perinatal	48	48	4	6	10	6	122	13.11%
Rehabilitation	81	34	18	19	2	6	160	5.00%
Total	3030	1466	456	210	429	139	5730	9.91%

Table 2: Devolved nations and other sectors, occupied and vacant roles

	Occupied roles				Vacant full time	Vacant part time	Total establishment	Vacancy rate
	Full time	Part time	Locum full time	Locum part time				
Scotland	367	198	64	37	56	15.2	737.2	9.66%
Wales	83	33	11	10	13	7	157	12.74%
Northern Ireland	68	32	24	6	8.5	2	140.5	7.47%
Independent and third sector	180	260	53	11	19	7	530	4.91%

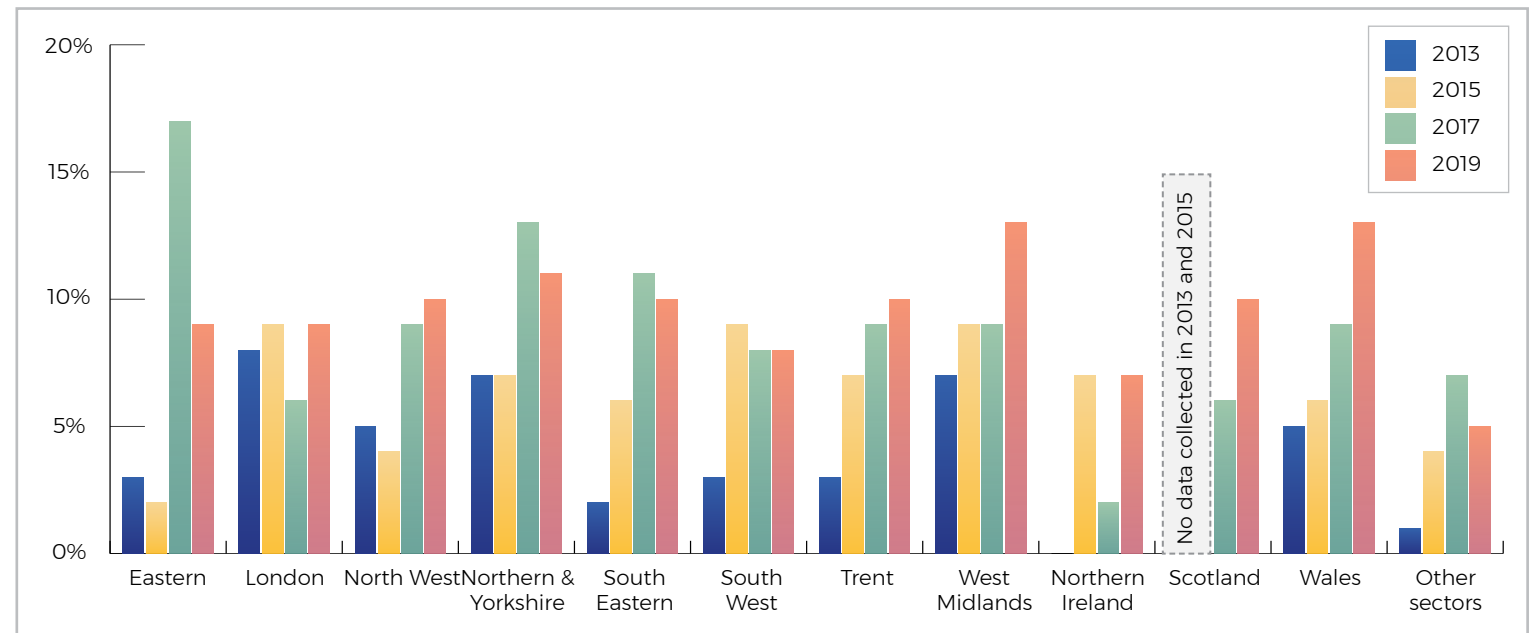
Table 3: Vacancy breakdown by English region and psychiatric specialty (NHS trusts)

Region	Academic	Addictions	Child and adolescent	Eating disorders	Forensic	General adult	Intellectual disability	Liaison	Medical psychotherapy	Neuro-psychiatry	Old age	Perinatal	Rehabilitation
Eastern	0.00%	0.00%	4.17%	33.33%	12.50%	8.03%	11.11%	12.50%	0.00%		10.34%	11.11%	0.00%
London	0.00%	9.68%	10.22%	15.79%	4.79%	10.66%	1.85%	18.97%	3.57%	20.00%	5.47%	11.76%	6.67%
North West	0.00%	0.00%	14.62%	0.00%	0.00%	11.84%	7.69%	19.35%	0.00%	0.00%	8.25%	10.00%	0.00%
Northern & Yorkshire	5.88%	10.00%	12.31%	14.29%	8.93%	11.93%	19.05%	5.13%	15.38%	0.00%	11.38%	0.00%	5.26%
South East	14.29%	0.00%	14.47%	16.67%	10.91%	7.42%	18.37%	4.76%	10.00%	0.00%	11.83%	14.29%	0.00%
South West	16.67%	0.00%	5.84%	16.67%	3.23%	8.70%	11.90%	14.29%	27.97%	0.00%	2.15%	21.43%	3.85%
Trent	9.09%	0.00%	16.88%	11.11%	11.94%	8.37%	2.86%	9.09%	8.33%	0.00%	10.39%	12.50%	11.11%
West Midlands	20.00%	5.66%	16.67%	14.29%	13.89%	13.70%	8.00%	5.26%	33.33%	16.67%	8.11%	25.00%	5.13%
England	4.43%	5.64%	12.14%	15.58%	7.36%	10.23%	10.08%	11.81%	9.77%	11.43%	8.67%	13.11%	5.00%

Table 4: Vacancy rates for RCPsych English regions (NHS trusts)

Region	Overall
Eastern	8.82%
London	8.93%
North West	9.78%
Northern & Yorkshire	11.17%
South East	10.47%
South West	7.73%
Trent	9.98%
West Midlands	12.55%
England	9.91%

Graph 1: Vacancy rates across the last four RCPsych census reports



NHS respondents by RCPsych region

NHS Eastern	Cambridgeshire & Peterborough NHS Foundation Trust
	Essex Partnership University NHS Foundation Trust
	Ministry of Defence
	Norfolk & Suffolk NHS Foundation Trust
NHS London	Camden and Islington NHS Foundation Trust
	Barnet, Enfield and Haringey Mental Health NHS Trust
	Central and North West London NHS Foundation Trust
	East London NHS Foundation Trust
	Great Ormond Street Hospital for Children NHS Foundation Trust
	North East London NHS Foundation Trust
	Oxleas NHS Foundation Trust
	Royal Free London NHS Foundation Trust
	South London and Maudsley NHS Foundation Trust
	South West London and St George's Mental Health NHS Trust
	West London NHS Trust
NHS Northern and Yorkshire	Bradford District Care NHS Foundation Trust
	Humber Teaching NHS Foundation Trust
	Leeds & York Partnership NHS Foundation Trust
	Northumberland Tyne & Wear NHS Foundation Trust
	South West Yorkshire Partnership NHS Foundation Trust
	Tees, Esk & Wear Valleys NHS Foundation Trust
NHS Northern Ireland	Belfast Health and Social Care Trust
	Northern Health and Social Care Trust
	South Eastern Health and Social Care Trust
	Southern Health and Social Care Trust
	Western Health and Social Care Trust
NHS North West	Alder Hey Children's NHS Foundation Trust
	Manchester University NHS Foundation Trust
	Greater Manchester Mental Health NHS Foundation Trust
	Lancashire Care NHS Foundation Trust
	Mersey Care NHS Trust
	North West Boroughs Partnerships NHS Trust
	Pennine Care NHS Foundation Trust

NHS Scotland	Mental Welfare Commission
	NHS Ayrshire & Arran
	NHS Borders
	NHS Dumfries & Galloway
	NHS Fife
	NHS Forth Valley
	NHS Grampian
	NHS Greater Glasgow & Clyde
	NHS Highland (excluding Argyll and Bute)
	NHS Highland - Argyll & Bute
	NHS Lothian
	NHS Lanarkshire and North Lanarkshire HSCP
	NHS Tayside
	State Hospital
NHS South East	Berkshire Healthcare NHS Foundation Trust
	Isle of Wight NHS Trust
	Kent & Medway NHS and Social Care Partnership Trust
	Medway NHS Foundation Trust
	Oxford Health NHS Foundation Trust
	Oxford University Hospitals NHS Foundation Trust
	Solent NHS Trust
	Southern Health NHS Foundation Trust
	Surrey & Borders Partnership NHS Foundation Trust
	Sussex Partnership NHS Foundation Trust
NHS South West	2gether NHS Foundation Trust (Gloucestershire only)
	Avon and Wiltshire Mental Health Partnership NHS Trust
	Cornwall Partnership NHS Foundation Trust
	Devon Partnership NHS Trust
	Dorset Healthcare University NHS Foundation Trust
	North Bristol NHS Trust
	Somerset Partnership NHS Foundation Trust
NHS Trent	Chesterfield Royal Hospital NHS Foundation Trust
	Derbyshire Healthcare NHS Foundation Trust
	Leicestershire Partnership NHS Trust
	Lincolnshire Partnership NHS Foundation Trust
	Northamptonshire Healthcare NHS Foundation Trust
	Nottinghamshire Healthcare NHS Foundation Trust
	Sheffield Children's NHS Foundation Trust
	Sheffield Health and Social Care NHS Foundation Trust

The Royal College of Psychiatrists is a charity registered in England and Wales (228636) and in Scotland (SC038369).

NHS West Midlands	2gether NHS Foundation Trust
	Birmingham and Solihull Mental Health NHS Foundation Trust
	Birmingham Women's and Children's NHS Foundation Trust
	Birmingham Community Healthcare NHS Foundation Trust
	Black Country Partnership NHS Foundation Trust
	Coventry and Warwickshire Partnership NHS Trust
	Dudley and Walsall Mental Health Partnership NHS Trust
	Midlands Partnership NHS Foundation Trust
	North Staffordshire Combined Healthcare NHS Trust
	Worcestershire Health and Care NHS Trust
NHS Wales	Aneurin Bevan University Health Board
	Cwm Taf Morgannwg University Health Board
	Hywel Dda University Health Board
	Powys Teaching Health Board

Private and independent responders by RCPsych region

Barchester Healthcare
Crime Reduction Initiatives (CRI)
Huntercombe Group
Leonard Cheshire Disability
Livewell Southwest CIC
NAVIGO CIC
Priory Ayr
Priory Group
Priory London
St Andrew's Healthcare
Virgin Care
Shrewsbury Court Independent Hospital

Caveats

The data used has been checked and validated. Year-on-year comparisons should, however, only be made in the context of a varying number of respondents and changes to the configuration or service coverage of trusts and boards over time.

While trusts and boards have digital staff databases, gathering the necessary data for the census required people to extract specific information from such databases and then fill in the RCPsych data capture sheet. Doing this inherently relies on an element of interpretation, particularly in relation to the specialty of certain roles, and can therefore lead to some degree of variability within the responses.