



CENSUS 2015

Workforce Figures for Consultant and Staff
and Associate Specialist Grade Psychiatrists

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EXECUTIVE SUMMARY

INTRODUCTION

The aim of this report is to provide information about workforce and staffing for psychiatrists across England, Wales and Northern Ireland for both NHS trusts and independent healthcare providers. It is a source of evidence for future College policy as well as a historical record of the workforce across the time period concerned. It is hoped that an accurate picture of the psychiatric workforce through the quantity and quality of information obtained would assist in evidence-based decision making and improved delivery of services to our communities. In 2013 and in this census, an additional section was included on retirements as this is likely to be a key issue in the coming years with the changes to pensions.

METHODOLOGY

The census is conducted by the Training and Workforce Unit of the Royal College of Psychiatrists and is typically conducted biennially. The majority of the data collection took place between September and December 2015, although additional data was collated up to April 2016. All institutions were invited to complete an online workforce questionnaire; the questions forming the census are provided in Appendix I of this report.

Institutions where submissions were not received by the initial College deadline were contacted for follow-up. A total of 82 out of 92 (89.1%) NHS trusts and 17 of 64 independent healthcare providers (26%) returned data. A list of NHS institutions which returned census data is provided in Appendix II. The results were collected using an online survey to address an issue that had arisen in previous years around a small number of providers misinterpreting the census questionnaire. Data was processed by the College's Professional Standards department.

REPORT STRUCTURE

The census is divided into the following four sections:

Sections 1 and 2: Consultant and Staff and Associate Specialist Grade (SASG) posts

- Substantive full time and part time posts by gender:
 - Number of posts
 - Average number of Professional Activities (PAs)
- Locum posts:
 - Full time
 - Part time
- Vacant or unfilled:
 - Full time

- Part time

Section 3: Consultant retirements

- Retired between September 2013 and September 2014 by gender:
 - Number of posts
 - Average number of PAs
- Retired between September 2014 and September 2015 by gender:
 - Number of posts
 - Average number of PAs
- Number of these consultants re-employed part time.

Section 4: 2013-2015 census data comparison

This section reports on overall differences observed between the 2015 and previous (2013) census relating to all categories contained in Sections 1 and 2.

RESULTS OVERVIEW

- **Consultants:** 4793 filled consultant posts were reported overall, staffed by 57.1% and 42.9% male and female psychiatrists respectively, compared to 60.2% and 39.8% in 2013. Of this total 61.9%, 24.7% and 13.4% were substantive full time, substantive part time and locum posts respectively. In addition, there were 349 vacant or unfilled posts, up from 232 in 2013, of which 67% and 33% were full time and part time respectively, a very similar ratio to the figures reported in 2013.

The average number of paid PAs were 10.1 and 6.2 for substantive full time and part time posts respectively.

- **SASG:** 1671 filled posts were reported overall, staffed by 46.6% male and 53.4% female psychiatrists respectively. Of this total 60.3%, 23.8% and 15.9% were substantive full time, part time and locum posts respectively. In addition, there were 193 vacant or unfilled posts, of which 75.6% and 24.4% were full time and part time respectively.

Average number of paid PAs were 10.0 and 5.6 for substantive full time and part time posts respectively.

- **Consultant retirements:** Between September 2013 and September 2014 there were 128 consultant retirements of which 71.1% and 28.9% were male and female respectively. Between September 2014 and September 2015 there were also 128 consultant retirements of which 60.2% and 39.8% were male and female respectively.

2013-2015 COMPARISON

There are limits on how much we can generalise from the census as not all trusts respond each year. Notwithstanding that, the census is a general guide to what is happening with the psychiatric workforce, and we are able to draw some conclusions from the data analysed.

- **Consultants:** Overall there was a 5.9% reported increase in filled consultant posts (267 posts), including 2.4% (70 posts) and 13.5% (141 posts) increases in substantive full time and part time posts respectively. There was an 18.4% increase (60 posts) and a 1.4% decrease (4 posts) in the numbers of full time and part time locum posts respectively. The number of vacant and unfilled posts rose by 50.6% (up to 349 post in 2015, from 232 in 2013); this compares with the 93.9% increase in vacant and unfilled posts reported in 2013.

There was no change from 2013 in the average PAs reported for substantive full time and part time posts respectively.

- **SASG:** Overall there was an 11.4% decrease (214 posts) in filled SASG posts, including a 24.5% decrease (328 posts) in full time posts and a 3.5% increase (14 posts) in part time posts respectively. There was a 44% (51 posts) and 100% (49 posts) increase in the numbers of full time and part time SASG locum posts respectively. The number of vacant and unfilled posts dropped by 18.2%.

Average PAs for substantive full time posts remained the same and increased by 0.2 for substantive part time posts.

COMMENTARY

The College is pleased to report an 89.1% response rate to the 2015 workforce census from NHS trusts, showing an increase on the 81% and 79% response rates from 2011 and 2013 respectively. This improved response rate largely reflects the effective links the College division offices have made with trusts and providers in their local areas. The lower response from the independent sector indicates the challenges in building relationships with a disparate cohort of often small providers.

Compared to the 2013 census the number of filled consultant posts has increased by 267. This increase is likely to reflect a combination of new service developments and recognition by trusts of the need for consultant psychiatrists, and may also reflect workforce changes to facilitate consultant delivered services. However, the increase is very small and is unlikely to be sufficient to meet the increase in demand for psychiatrists in the health service.

There was another significant increase (50.6%) in the number of vacant and unfilled consultant posts, following the 93.9% increase reported in 2013. This increase in vacant consultant posts from 232 to 349 is of concern and is indicative of the on-going recruitment challenges in mental health and is likely to put a strain on the consultant staff currently in post. It is noteworthy that trusts continue to

report job plans of above 10PAs as very much the exception – this almost certainly represents an increased intensity of work and cost savings, taking account of the number of vacant posts. The impact of consultant wellbeing, burn-out and recruitment will need to be monitored closely.

By contrast with the consultant workforce, the number of SASG doctor posts has fallen by 214. Comparing the findings of 2013, there was a marked increase in locum SASG doctors' posts from 8.8% (2013) of posts occupied by locums to 15.9% (2015), which in itself is a worrying trend. These changes are likely to reflect the particularly challenging recruitment difficulties within the SASG workforce. NHS trusts are responding by cutting posts; it may be that funding is being used to employ non-medical staff to undertake these roles. This census cannot answer that question and we will need to monitor the changes in the SASG workforce closely. SASG doctors were placed on the National Shortage Occupation list in 2015 and the impact of this is unlikely to be reflected in this survey and any benefit may emerge in our next census. The College will continue to work with Health Education England (HEE) to ensure that this part of the workforce continue to be valued and adequate numbers of jobs are available to meet patient needs. For SASG vacancies, there was a decrease (18.2%) in vacant and unfilled posts, but this is in the context of an overall decrease in the number of posts.

London appears to be experiencing the highest number of consultant vacancies, with the SASG vacancies spread more evenly across the country. The majority of the vacancies occur in the three largest specialties, General, Child and Adolescent (CAMHS) and Old Age psychiatry.

This rise in vacant posts may reflect a combination of short-term cost savings and, particularly in the case of SASG doctors, the ongoing recruitment difficulties. These vacancies may be contributing to the experience on the ground of an increase in day to day workload and resourcing challenges.

The consultant retirement number of 128 in both 2013-14 and 2014-15 is higher than reported in 2013 but less than the 2012 figure of 135. The anticipated increase in retirement numbers as a result of pension changes has not been evidenced thus far. This is an area in which the College will continue to gather intelligence over the next two years and we will work with HEE and other stakeholders to ensure that the supply of psychiatrists is sufficient to meet the demand for high quality services.

Finally we are grateful to the staff in all the College Division offices for their work in liaising with trusts, to colleagues in the independent sector, and to Julian Ryder for his management of the 2015 workforce census. Thanks are also due to medical directors and human resources managers for the time they have given to this task.

Dr Aideen O'Halloran

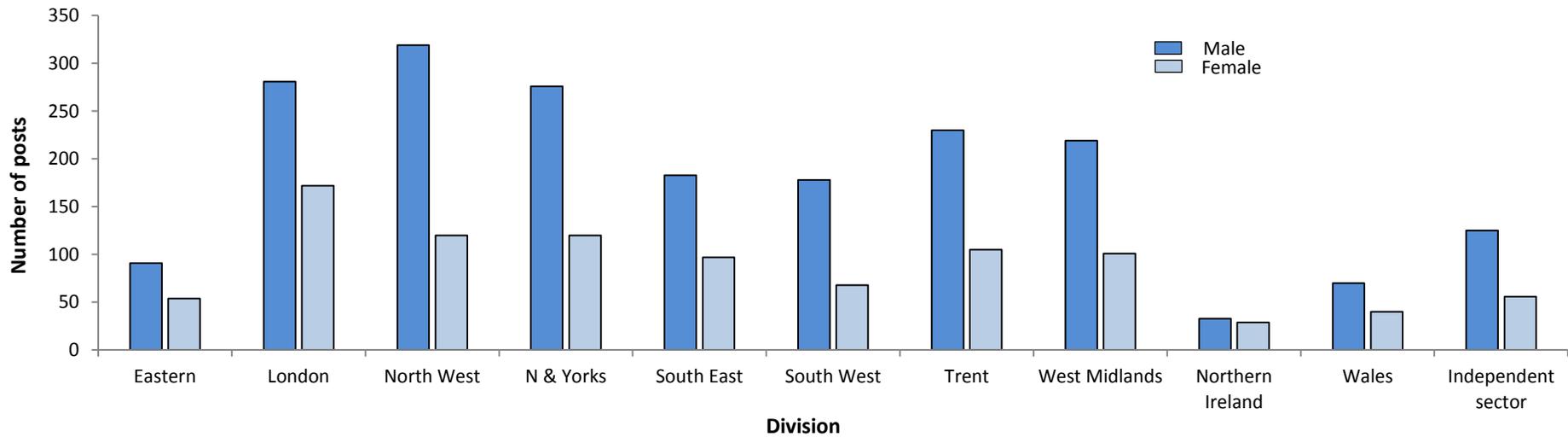
Workforce Lead, Royal College of Psychiatrists

SECTION 1: CONSULTANT POSTS

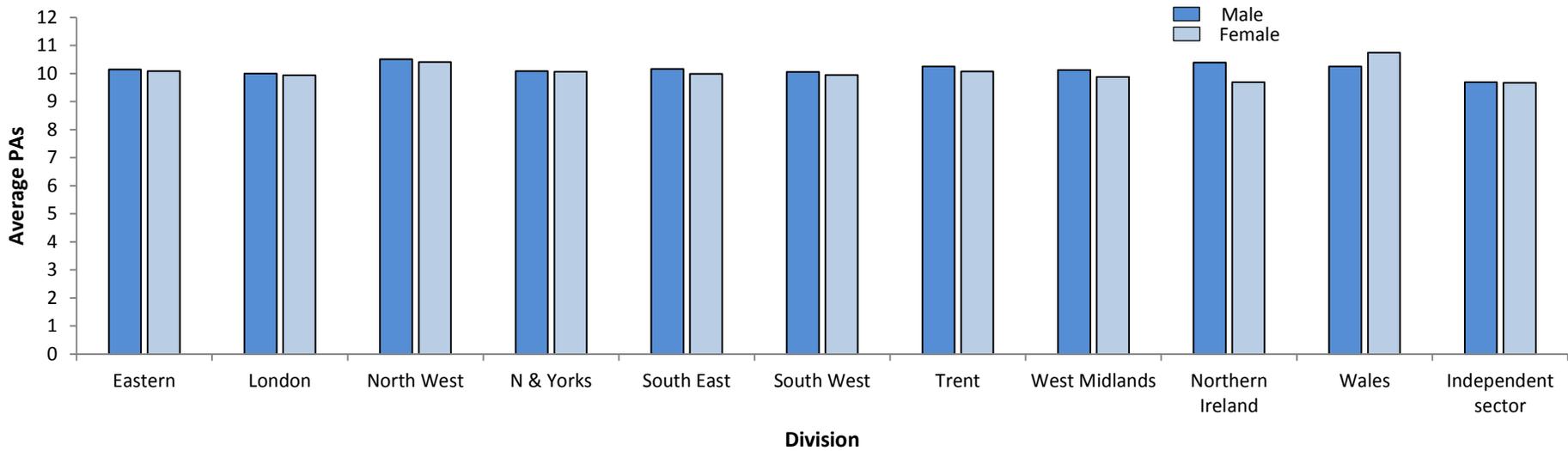
CONSULTANTS

OVERALL	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	91	54	145	10.2	10.1	10.1	15	27	42	5.9	6.8	6.3	8	14	22	5	9	14	3	2	5
NHS London	281	172	453	10.0	9.9	10.0	80	158	238	5.0	6.0	5.7	39	33	72	23	37	60	28	53	81
NHS North West	319	120	439	10.5	10.4	10.5	63	118	181	5.9	5.9	5.7	18	21	39	10	12	22	25	3	28
NHS Northern & Yorkshire	276	120	396	10.1	10.1	10.1	40	105	145	7.1	7.3	7.2	23	19	42	11	9	20	43	3	46
NHS South Eastern	183	97	280	10.2	10.0	10.1	45	80	125	6.9	6.9	7.0	31	21	52	16	19	35	23	6	29
NHS South West	178	68	246	10.1	10.0	10.0	39	71	110	6.9	6.7	6.8	20	17	37	10	11	21	22	19	41
NHS Trent	230	105	335	10.3	10.1	10.2	45	86	131	5.0	6.1	5.4	20	29	49	10	25	35	34	9	43
NHS West Midlands	219	101	320	10.1	9.9	10.0	33	52	85	7.4	6.8	7.2	14	16	30	16	19	35	31	14	45
Total / Average England	1777	837	2614	10.2	10.1	10.1	45	87	132	6.3	6.6	6.4	173	170	343	101	141	242	209	109	218
NHS Northern Ireland	33	29	62	10.4	9.7	10.0	6	24	30	5.8	6.3	6.2	8	1	9	2	1	3	7	1	8
NHS Wales	70	40	110	10.3	10.8	10.5	14	16	30	4.9	5.3	5.1	20	7	27	1	4	5	7	4	11
Independent	125	56	181	9.7	9.7	9.6	36	32	68	5.3	6.3	5.8	6	1	7	4	1	5	10	2	12
Total / Average All	2005	962	2967	10.2	10.1	10.1	416	769	1185	6.0	6.4	6.2	207	179	386	108	147	255	233	116	349

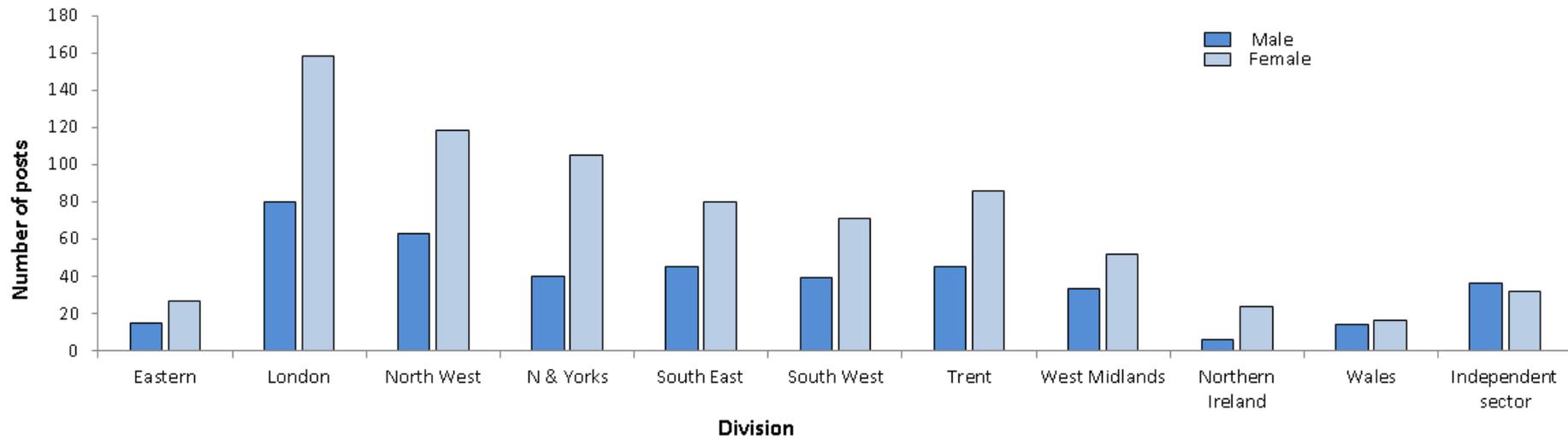
CONSULTANTS: Substantive full time posts – number of posts



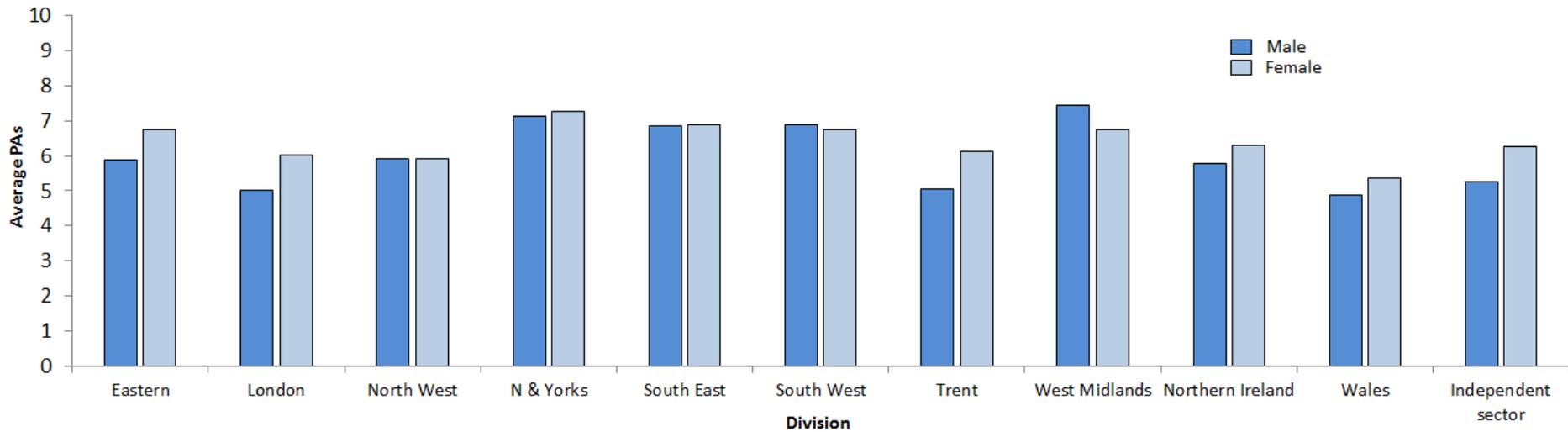
CONSULTANTS: Substantive full time posts – average number of paid PAs



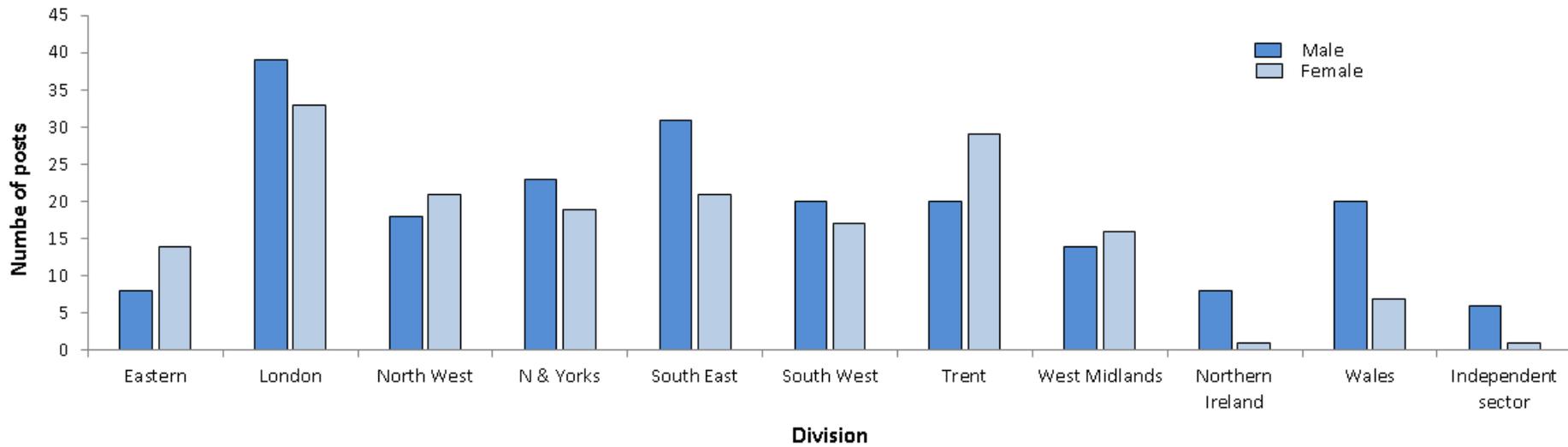
CONSULTANTS: Substantive part time posts – number of posts



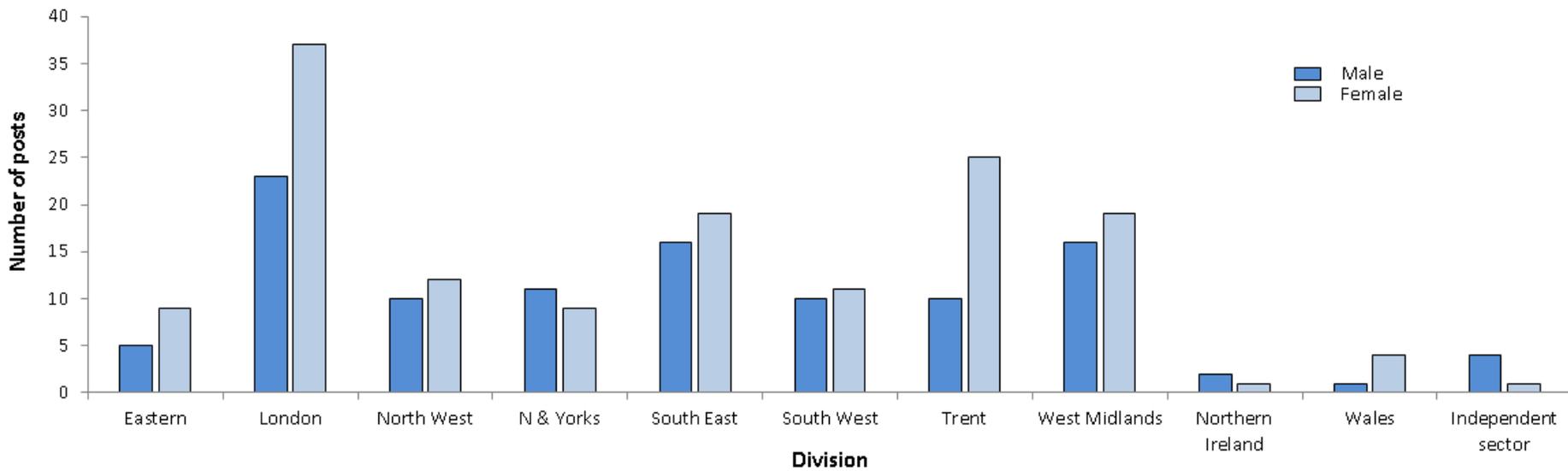
CONSULTANTS: Substantive part time posts – average number of paid PAs



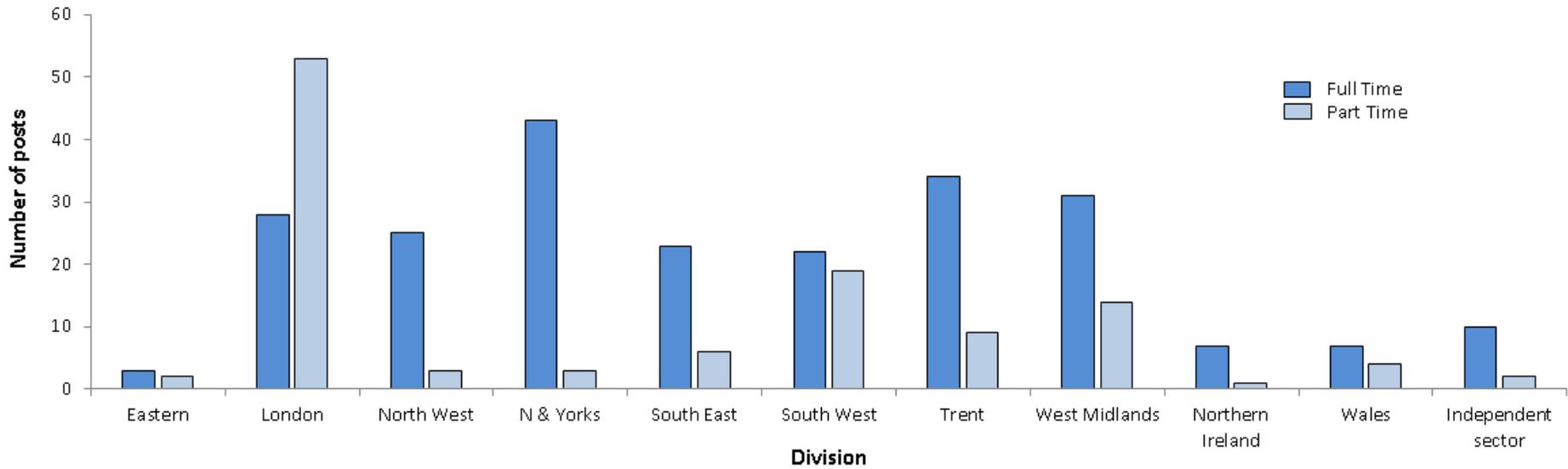
CONSULTANTS: Locum posts – full time



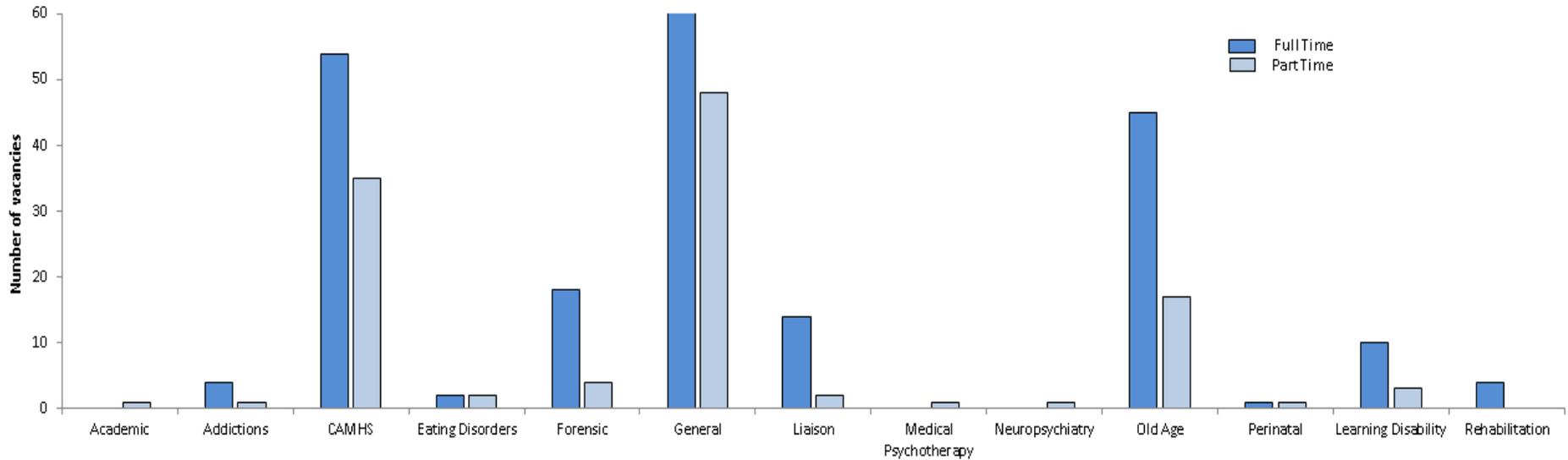
CONSULTANTS: Locum posts – part time



CONSULTANTS: Vacant or unfilled posts – by region



CONSULTANTS: Vacant or unfilled posts – by specialty



CONSULTANTS

Academic	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern							9	3	12	5.0	2.0	3.5	1	2	3						
NHS London	2	3	5	6.0	5.0	6.8	10	10	20	3.0	5.5	3.5									
NHS North West	10	3	13	10.2	11.0	10.4	1		1	5.0		5.0									
NHS Northern & Yorkshire	4	1	5	10.3	10.0	10.3	1	1	2	4.0	8.0	6.0									
NHS South Eastern							2		2	5.0		5.0									
NHS South West																					
NHS Trent							9	5	14	5.5	5.0	5.3									
NHS West Midlands	1		1	10.0		10.0															
Total / Average England	17	7	24	9.1	8.7	9.4	32	19	51	4.6	5.1	4.7	1	2	3						
NHS Northern Ireland	1		1	11.0		11.0															
NHS Wales	8		8	8.0		8.0	1		1	2.0		2.0								1	1
Independent								1	1		4.0	4.0									
Total / Average All	26	7	33	9.3	9.3	9.3	33	20	53	4.1	5.0	4.4	1	2	3					1	1

CONSULTANTS

Addictions Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	4		4	10.0		10.0															
NHS London	5	2	7	10.0	10.0	10.0	3	9	12	8.0	6.3	7.0	2		2			1	1		
NHS North West	4		4	11.0		11.0	3	1	4	6.3	8.0	6.2	1		1	1	3	4	1		1
NHS Northern & Yorkshire	2	4	6	10.0	10.3	10.3	1	2	3	4.0	8.0	7.0	1		1				1		1
NHS South Eastern	3		3	10.0		10.0		5	5		6.6	6.6				1	2	3			
NHS South West	2		2	10.0		10.0	3	1	4	3.5	8.0	5.0									
NHS Trent	6	2	8	10.6	11.0	10.7	3	2	5	4.0	4.5	4.3									
NHS West Midlands	5	3	8	10.0	9.3	9.6		1	1		8.0	8.0				5		5			1 1
Total / Average England	31	11	42	10.2	10.2	10.2	13	21	34	5.2	7.1	6.3	4		4	7	6	13	2	1	3
NHS Northern Ireland	2	2	4	10.0	10.0	10.0		1	1		5.0	5.0									
NHS Wales	2	3	5	10.0	11.0	10.5	1	1	2	6.0	8.0	7.0	2		2				1		1
Independent							1		1	2.0		2.0	1	1	2				1		1
Total / Average All	35	16	51	10.2	10.2	10.2	15	23	38	5.3	6.7	6.0	7	1	8	7	6	13	4	1	5

CONSULTANTS

Child & Adolescent Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	8	11	19	10.7	10.0	10.3	1	8	9	8.0	8.1	8.1							1	1	2
NHS London	30	34	64	10.2	10.0	10.1	10	39	49	6.5	5.8	6.0	2	2	4	6	8	14	3	11	14
NHS North West	31	34	65	10.5	10.5	10.5	2	37	39	7.0	7.1	7.3	3	1	4	3	3	6	3	1	4
NHS Northern & Yorkshire	26	26	52	10.0	10.0	10.0	9	35	44	7.4	7.7	7.6	4	3	7	1	1	2	14	2	16
NHS South Eastern	19	20	39	10.0	9.5	9.8	8	16	24	9.3	6.6	7.9	1	3	4	1	1	2	3	2	5
NHS South West	8	7	15	10.2	10.3	10.2	2	17	19	9.0	6.8	7.3	4	4	8	2	2	4	3	11	14
NHS Trent	15	24	39	10.2	10.3	10.3	5	24	29	4.7	6.3	6.0	4	6	10	1	3	4	9	2	11
NHS West Midlands	20	22	42	10.1	10.1	10.1	1	9	10	9.0	7.3	7.5	1	1	2	7	9	16	11	5	16
Total / Average England	157	178	335	10.2	10.1	10.2	38	185	223	7.6	7.0	7.2	19	20	39	21	27	48	47	35	82
NHS Northern Ireland		1	1		10.0	10.0		4	4		5.0	5.0									
NHS Wales																					
Independent	22	16	38	9.6	9.3	9.5	8	8	16	6.0	6.6	6.3	4		4	1		1	7		7
Total / Average All	179	195	374	10.2	10.1	10.1	46	197	243	7.2	6.8	6.9	23	20	43	22	27	49	54	35	89

CONSULTANTS

Eating Disorders Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	1	1	2	10.0	10.0	10.0															
NHS London	2	4	6	10.0	10.0	10.0	1	1			7.0	7.0			1		1			1	1
NHS North West																					
NHS Northern & Yorkshire	1		1	10.0		10.0	1	3	4	9.0	6.5	7.3								1	1
NHS South Eastern								3	3		8.0	8.0	1	1	2						
NHS South West		1	1		10.0	10.0	1		1	9.0		9.0								1	1
NHS Trent	1		1	10.0		10.0		2	2		7.0	7.0			3	2	5			1	1
NHS West Midlands	3	1	4	10.3	11.0	10.3		2	2		7.0	7.0									
Total / Average England	8	7	15	6.3	5.1	7.5	2	11	13	2.3	4.4	5.7	1	1	2	4	2	6	2	2	4
NHS Northern Ireland								1	1		5.0	5.0									
NHS Wales								1	1		2.0	2.0									
Independent	3	4	7	10.0	10.0	10.0	2	6	8	3.0	7.0	5.0									
Total / Average All	11	11	22	10.1	10.1	10.1	4	19	23	7.0	6.2	6.5	1	1	2	4	2	6	2	2	4

CONSULTANTS

Forensic Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	5	3	8	10.5	10.0	10.3							1	1	2	1	1	2			
NHS London	33	21	54	10.0	10.0	10.0	6	6	12	4.7	4.7	4.7	6	1	7	2		2	1	1	2
NHS North West	56	16	72	10.6	10.2	10.5	19	25	44	6.8	6.5	6.4	2	1	3				4		4
NHS Northern & Yorkshire	31	12	43	10.2	10.0	10.1	2	2	4	5.0	8.0	4.8	1	1	2	1	1	2	2		2
NHS South Eastern	18	9	27	10.0	10.0	10.0	2	3	5	6.5	7.5	7.0	1	1	2	1		1	3		3
NHS South West	9	6	15	10.0	10.0	10.0		4	4		6.5	6.5				1	1	2	1		1
NHS Trent	37	7	44	10.8	11.0	10.7	3	3	6	6.0	4.7	5.0	4	4	8				3	1	4
NHS West Midlands	18	8	26	10.3	10.0	10.3		1	1		7.0	7.0							2	1	3
Total / Average England	207	82	289	10.3	10.2	10.2	32	44	76	5.8	6.4	5.9	15	9	24	6	3	9	16	3	19
NHS Northern Ireland	1	2	3	12.0	10.0	10.7															
NHS Wales	6	3	9	11.0	10.5	11.0	1		1	4.0		4.0	2		2				1	1	2
Independent	33	22	55	10.0	10.0	10.0	6	7	13	6.5	6.0	6.1				2	1	3	1		1
Total / Average All	247	109	356	10.4	10.1	10.4	39	51	90	5.7	6.0	5.8	17	9	26	8	4	12	18	4	22

CONSULTANTS

General & Community Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	46	24	70	10.0	10.0	10.0	5	3	8	6.0	6.0	5.8	5	10	15	1	5	6	1	1	2
NHS London	142	58	200	10.0	10.0	10.0	35	53	88	4.6	5.4	5.2	17	14	31	7	16	23	15	30	45
NHS North West	142	36	178	9.9	10.3	9.9	19	32	51	5.6	6.3	5.9	10	15	25	3	3	6	13	2	15
NHS Northern & Yorkshire	119	40	159	10.2	10.2	10.2	13	32	45	5.8	7.4	6.6	9	6	15	3	1	4	7	1	8
NHS South Eastern	77	37	114	10.1	10.2	10.1	23	23	46	6.7	6.8	6.9	19	9	28	8	10	18	8	1	9
NHS South West	98	28	126	10.0	10.0	10.0	15	27	42	6.0	7.4	6.7	10	8	18	4	5	9	13	2	15
NHS Trent	107	32	139	10.5	10.2	10.3	11	33	44	5.2	6.1	5.7	8	8	16	3	6	9	10	2	12
NHS West Midlands	85	31	116	10.1	10.1	10.1	13	21	34	6.5	6.5	6.9	9	7	16	1	1	2	13	5	18
Total / Average England	816	286	1102	10.1	10.1	10.1	134	224	358	5.8	6.5	6.2	87	77	164	30	47	77	80	44	124
NHS Northern Ireland	19	17	36	10.3	10.3	10.3	4	11	15	6.0	6.5	6.4	2		2					1	1
NHS Wales	32	19	51	10.5	10.5	10.5	7	5	12	5.0	6.6	5.8	11	3	14	1	1	2		1	1
Independent	25	4	29	9.3	7.0	8.8	12	4	16	6.3	5.0	5.8	1		1	1		1	1	2	3
Total / Average All	892	326	1218	10.1	10.0	10.0	157	244	401	5.7	6.4	6.1	101	80	181	32	48	80	81	48	129

CONSULTANTS

Liaison Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	3	5	8	10.0	10.0	10.0		2	2			7.0	7.0			1	1	2	1		1
NHS London	8	4	12	10.0	10.0	10.0	1	8	9	6.0	7.0	7.0	3	3	6		3	3			
NHS North West	6	1	7	10.0	10.0	10.0		4	4			4.0	4.0			1	1	2			
NHS Northern & Yorkshire	10	3	13	10.3	10.0	10.3	1	6	7	9.0	6.7	7.3				2	3	5	4		4
NHS South Eastern	5	3	8	10.0	10.0	10.0	1	3	4	5.0	6.5	6.3	1	1	2	1	1	2	3		3
NHS South West	5	3	8	10.0	10.0	10.0	4	3	7	7.0	6.5	6.8				1		1	1		1
NHS Trent	5	4	9	10.3	10.5	10.3	2	1	3	5.0	6.0	5.5	1	2	3				1	2	3
NHS West Midlands	8	1	9	10.2	10.0	10.2	10	4	14	5.0	6.0	5.7				1	4	5	3		3
Total / Average England	50	24	74	10.1	10.1	10.1	19	31	50	4.6	6.2	6.2	5	6	11	7	13	20	13	2	15
NHS Northern Ireland		1	1		8.0	8.0	1		1	2.0		2.0									
NHS Wales	2	1	3	10.0	11.0	10.3		2	2			5.5	5.5				3	3	1		1
Independent																					
Total / Average All	52	26	78	10.1	10.1	10.1	20	33	53	5.8	6.2	6.0	5	6	11	7	16	23	14	2	16

CONSULTANTS

Medical Psychotherapy	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	2	2	4	10.0	11.0	10.7	2	2		6.0	6.0										
NHS London	7	6	13	10.0	10.0	10.0	3	7	10	6.0	6.5	6.4	1	1	2	2	3	5		1	1
NHS North West	2		2	10.5		10.5	2	2	4	6.0	6.5	5.8									
NHS Northern & Yorkshire	4	1	5	10.3	10.0	10.1	3	4	7	8.0	5.5	7.0									
NHS South Eastern	2	1	3	10.0	5.0	8.3	1	1	2	6.0	9.0	7.5									
NHS South West	2	1	3	10.0		10.0	1		1	6.0		6.0									
NHS Trent	4	2	6	10.0	11.0	10.3	2	3	5	4.5	8.0	6.5									
NHS West Midlands	3		3	10.0		10.0		1	1		5.0	5.0	1	1	2						
Total / Average England	26	13	39	10.1	5.9	10.0	12	20	32	4.6	5.8	6.3	2	2	4	2	3	5		1	1
NHS Northern Ireland		1	1		5.0	5.0	1	1	2	8.0	3.0	5.5									
NHS Wales	1		1	12.0		12.0	1	2	3	2.0	3.5	3.0									
Independent							1		1	6.0		6.0									
Total / Average All	27	14	41	10.2	9.5	9.9	15	23	38	6.1	6.1	6.0	2	2	4	2	3	5		1	1

CONSULTANTS

Neuropsychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	1		1	11.0		11.0										1	1	2				
NHS North West	2		2	10.0		10.0	1	1		1.0	1.0											
NHS Northern & Yorkshire	3		3	10.0		10.0	2	2		7.0	7.0		1	1	2	1		1				
NHS South Eastern	2		2	10.0		10.0																
NHS South West																						
NHS Trent																						
NHS West Midlands	6		6	10.5		10.5	1	1		6.0	6.0		1	1	2	1	2	3		1	1	
Total / Average England	14		14	10.3		10.3	1	3	4	6.0	4.0	4.7	2	2	4	3	3	6		1	1	
NHS Northern Ireland																						
NHS Wales							1	1	2	6.0	2.0	4.0										
Independent	8	4	12	10.5	10.0	10.5	1	1	2		8.0	8.0										
Total / Average All	22	4	26	10.4	10.0	10.4	3	5	8	6.0	4.5	5.0	2	2	4	3	3	6		1	1	

CONSULTANTS

Old Age Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	14	7	21	10.0	10.0	10.0	9	9		7.7	7.7		1	1	2	2	2	4			0
NHS London	36	31	67	10.0	10.0	10.0	10	16	26	4.0	6.5	5.0	5	4	9	1	2	3	8	8	16
NHS North West	53	25	78	10.6	10.4	10.5	13	9	22	5.5	6.6	6.0	2	4	6	2	2	4	3		3
NHS Northern & Yorkshire	49	20	69	10.0	10.2	10.1	6	10	16	8.5	7.0	7.9	4	5	9	2	2	4	11		11
NHS South Eastern	40	20	60	10.3	10.0	10.3	4	18	22	6.5	7.0	6.9	3	3	6	2	4	6	5	2	7
NHS South West	37	13	50	10.0	10.0	10.0	7	13	20	6.3	6.6	6.5	5	4	9	1	2	3	3	4	7
NHS Trent	32	20	52	10.4	10.0	10.2	4	7	11	6.7	6.7	7.0	2	7	9		2	2	8	1	9
NHS West Midlands	38	20	58	10.0	10.0	10.0	1	4	5	7.0	5.8	5.9		2	2					1	1
Total / Average England	299	156	455	10.2	10.1	10.1	45	86	131	6.4	6.7	6.6	22	30	52	10	16	26	38	16	54
NHS Northern Ireland	8	3	11	10.3	10.0	10.2		5	5		7.5	7.5	5	1	6	1	1	2	5		5
NHS Wales	15	8	23	10.7	11.3	11.0		3	3		5.5	5.5	4	3	7				2	1	3
Independent	1	1	2	10.0	10.0	10.0															
Total / Average All	323	168	491	10.2	10.2	10.2	45	94	139	6.2	6.7	6.5	31	34	65	11	17	28	45	17	62

CONSULTANTS

Perinatal Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	2	1	3	8.0	10.0	8.0	4	4		6.0	6.0					1		1	1	1	2	
NHS North West	1		1	10.0		10.0	1	1		3.0	3.0											
NHS Northern & Yorkshire	2		2	10.5		10.5																
NHS South Eastern	1		1	10.0		10.0							2	2	4							
NHS South West		1	1		7.0	7.0	1	1	2	5.0	5.0	5.0										
NHS Trent		3	3		9.3	9.3		1	1		6.0	6.0										
NHS West Midlands	1	3	4	10.0	8.0	8.7	1	2	3	5.0	6.0	5.5	1	1	2							
Total / Average England	7	8	15	9.7	8.6	9.1	2	9	11	5.0	5.2	5.1	3	3	6	1		1	1	2		
NHS Northern Ireland								1														
NHS Wales							1	1	1	6.0	6.0	6.0										
Independent																						
Total / Average All	7	8	15	9.6	8.7	9.1	3	10	34	5.3	5.5	5.3	3	3	6	1		1	1	2		

CONSULTANTS

Psychiatry of Learning Disability	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	8	1	9	10.0	10.0	10.0															
NHS London	10	5	15	10.0	10.0	10.0	2	2	4	6.0	6.5	6.5	2	7	9	1	1	2			
NHS North West	10	5	15	11.0	10.5	10.8	2	4	6	6.0	6.3	6.4							1		1
NHS Northern & Yorkshire	16	8	24	10.0	10.0	10.0	2	7	9	6.5	7.3	6.9	3	3	6	1	1	2	1		1
NHS South Eastern	16	7	23	10.0	10.0	10.0	4	8	12	6.5	6.0	6.1	3	1	4	2	1	3	1	1	2
NHS South West	15	7	22	10.0	10.0	10.0	4	4	8	6.5	6.7	6.5	1	1	2	1	1	2		2	2
NHS Trent	16	8	24	10.3	10.2	10.3	6	5	11	6.0	5.0	5.0	1	2	3	2	2	4	2		2
NHS West Midlands	19	5	24	10.1	10.0	10.1	4	4	8	7.3	7.3	7.4		1	1	1	2	3	2		2
Total / Average England	110	46	156	10.2	10.1	10.1	24	34	58	6.4	6.4	6.4	10	15	25	8	8	16	7	3	10
NHS Northern Ireland	2	2	4	10.0	10.0	10.0							1		1	1		1	2		2
NHS Wales	2	5	7	10.0	11.0	10.5													1		1
Independent	14	2	16	10.2	10.5	10.2	1	1	2	3.0	8.0	5.5									
Total / Average All	128	55	183	10.2	10.2	10.2	25	35	60	6.3	6.5	6.4	11	15	26	9	8	17	10	3	13

CONSULTANTS

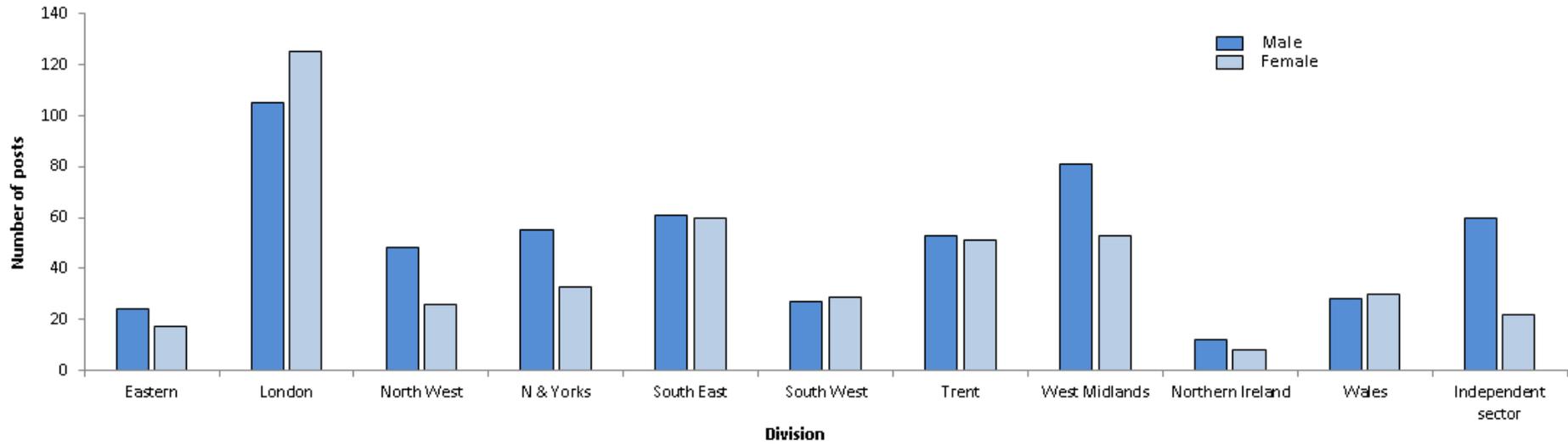
Rehabilitation & Social Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern																					
NHS London	3	3	6	10.0	10.0	10.0	3	3			5.3	5.3	1	1	2	1	2	3			
NHS North West	2		2	11.0		11.0	2	2	4	5.0	4.5	4.5									
NHS Northern & Yorkshire	9	5	14	10.0	10.0	10.0	1	1	2	8.0	7.0	7.5							2		2
NHS South Eastern																					
NHS South West	2	1	3	10.5	10.0	10.5	1	1	2	8.0	7.0	7.5									
NHS Trent	7	3	10	9.2	8.0	9.0									1	10	11		1		1
NHS West Midlands	12	7	19	10.0	10.0	10.0	2	3	5	8.0	7.0	7.5	1	2	3		1	1			0
Total / Average England	35	19	54	10.1	9.6	10.1	6	10	16	7.3	6.2	6.5	2	3	5	2	13	15	3		3
NHS Northern Ireland							1	1			5.0	5.0									
NHS Wales	2	1	3	13.0	10.0	11.5	1		1	6.0		6.0	1	1	2				1		1
Independent	19	3	22	10.3	11.0	10.3	4	4	8	2.5	8.0	4.3									
Total / Average All	56	23	79	10.1	9.6	10.1	11	15	26	5.7	5.9	5.7	3	4	7	2	13	15	4		4

SECTION 2: SPECIALTY DOCTOR & STAFF GRADE POSTS

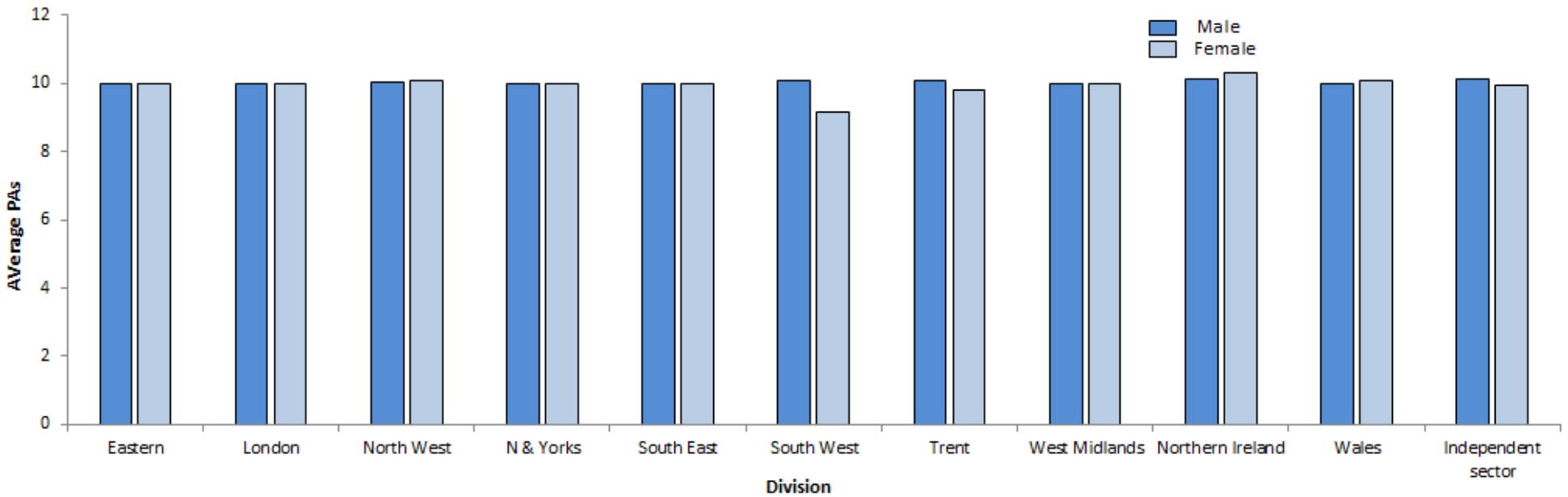
SASG POSTS

OVERALL	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	24	17	41	10.0	10.0	10.0	6	6		7.8	7.8	2	1	3	2	3	5	9		9	
NHS London	105	125	230	10.0	10.0	10.0	20	44	64	5.2	5.6	5.4	8	15	23	3	11	14	16	2	18
NHS North West	48	26	74	10.0	10.1	10.0	13	17	30	5.3	6.2	6.1	6	8	14	8	3	11	7	1	8
NHS Northern & Yorkshire	55	33	88	10.0	10.0	10.0	9	41	50	5.6	6.2	5.7	11	13	24	2	7	9	24	4	28
NHS South Eastern	61	60	121	10.0	10.0	10.0	15	53	68	6.7	6.3	6.6	9	8	17	4	3	7	16	3	19
NHS South West	27	29	56	10.1	9.2	9.6	10	59	69	5.4	5.6	5.3	6	5	11	5	7	12	10	7	17
NHS Trent	53	51	104	10.1	9.8	9.9	7	25	32	5.0	5.8	5.6	14	18	32	8	10	18	19	2	21
NHS West Midlands	81	53	134	10.0	10.0	10.0	4	28	32	4.0	6.3	5.8	1	1	2	2	2	4	25	16	41
Total / Average England	454	394	848	10.0	9.9	10.0	78	273	351	5.3	6.2	6.0	57	69	126	34	46	80	126	35	161
NHS Northern Ireland	12	8	20	10.1	10.3	10.2	1	12	13	9.0	7.2	7.3	2	1	3	2		2	2		2
NHS Wales	28	30	58	10.0	10.1	10.1	1	14	15	7.0	6.4	6.5	8		8				9		9
Independent	60	22	82	10.1	9.9	10.0	11	8	19	6.3	6.2	5.6	22	8	30	9	7	16	9	12	21
Total / Average All	554	454	1008	10.0	9.9	10.0	91	307	398	5.6	6.2	6.0	89	78	167	45	53	98	146	47	193

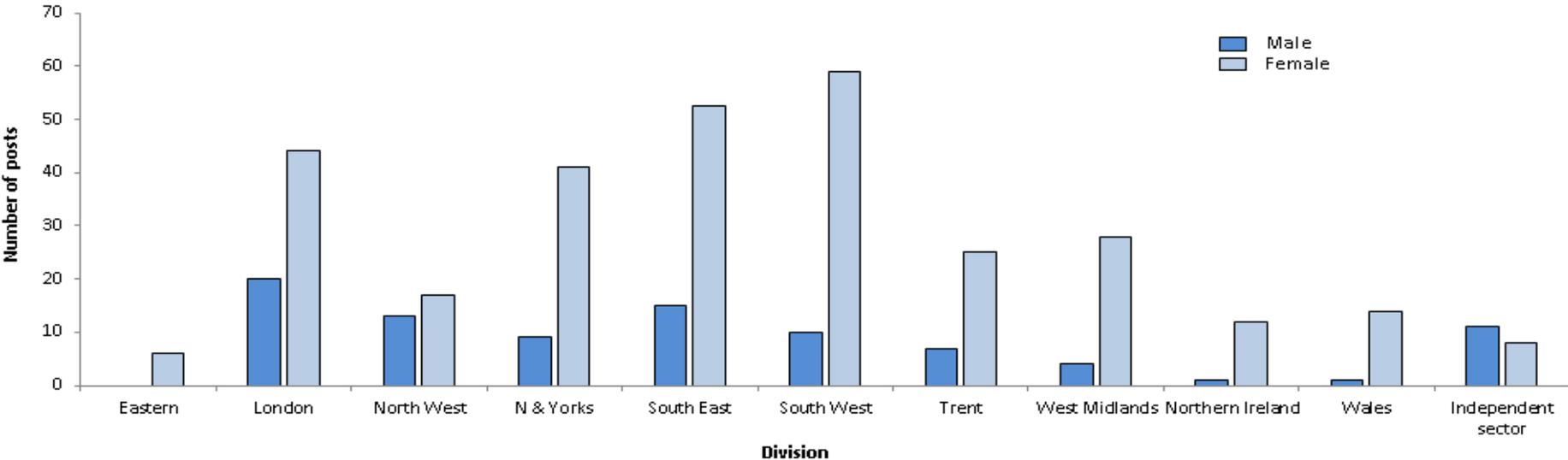
SASG: Substantive full time posts – number of posts



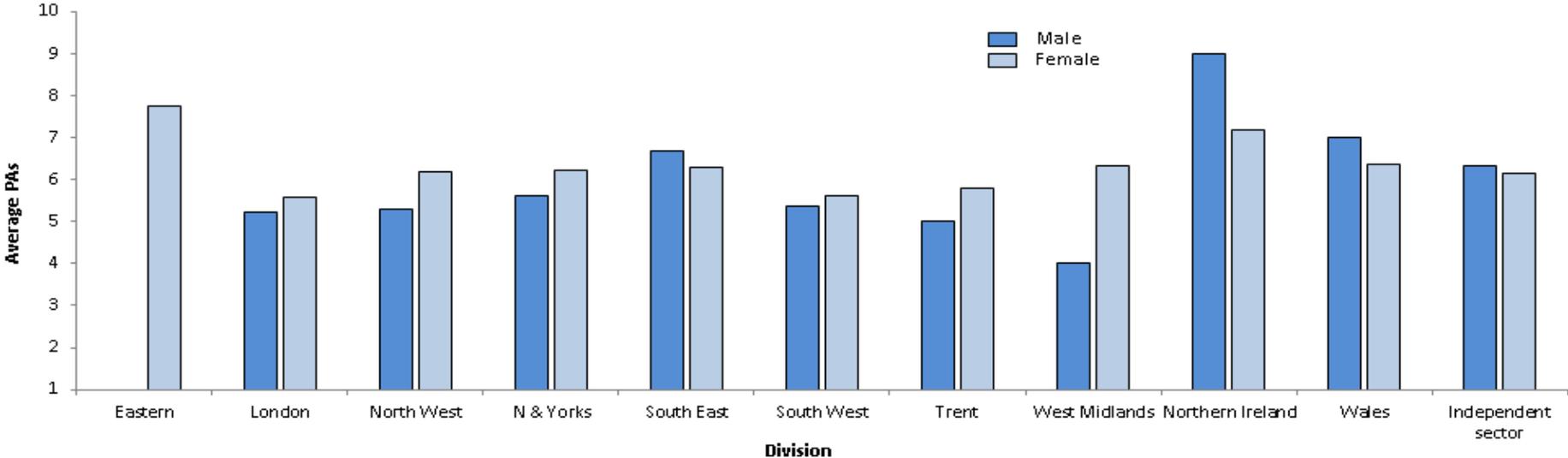
SASG: Substantive full time posts- average number of paid PAs



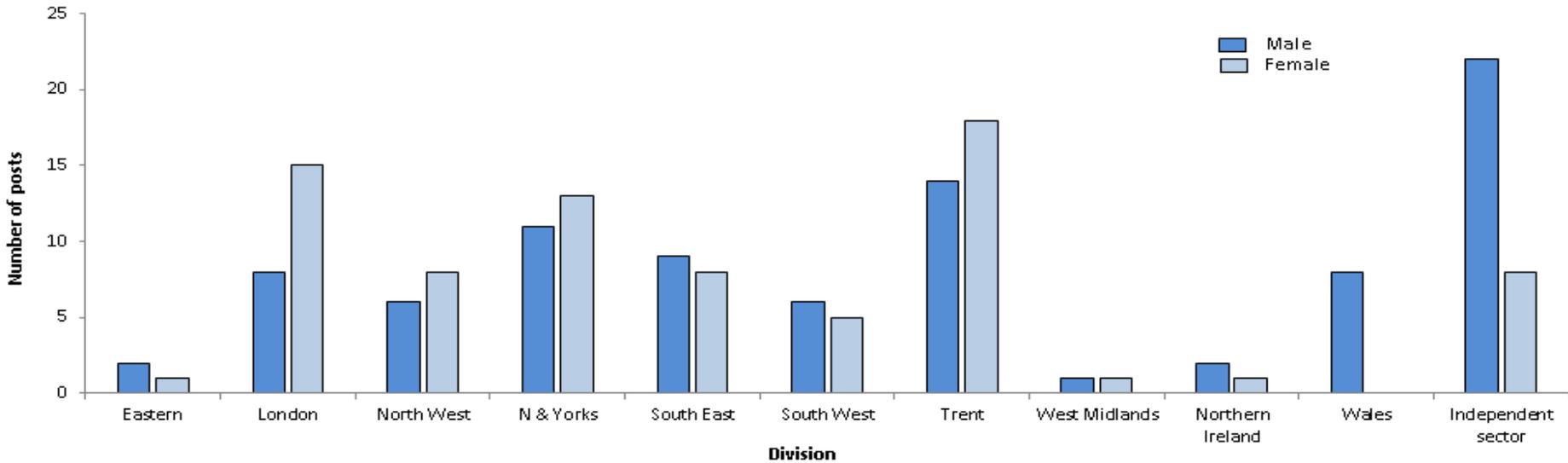
SASG: Substantive part time posts – number of posts



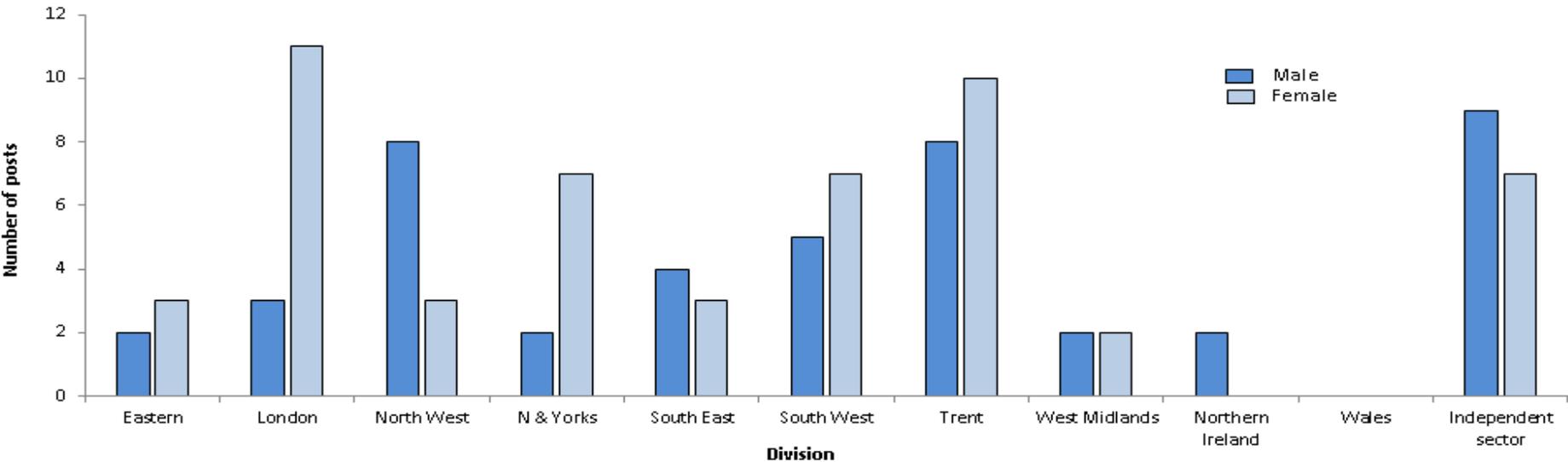
SASG: Substantive part time posts – average number of paid PAs



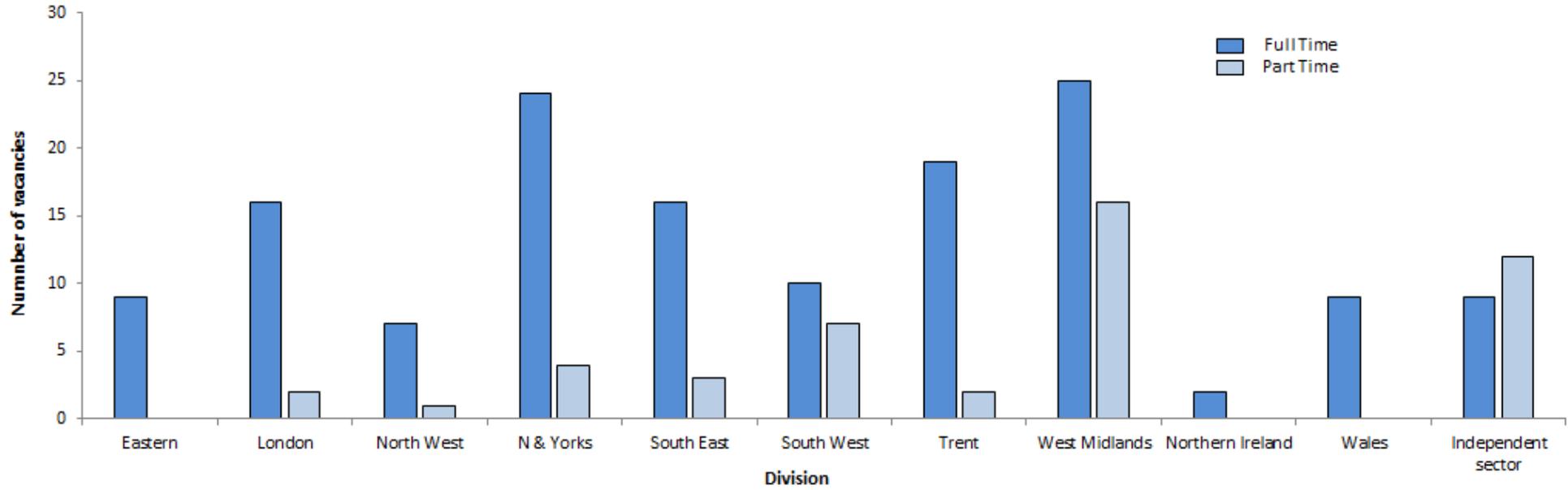
SASG: Locum posts – full-time



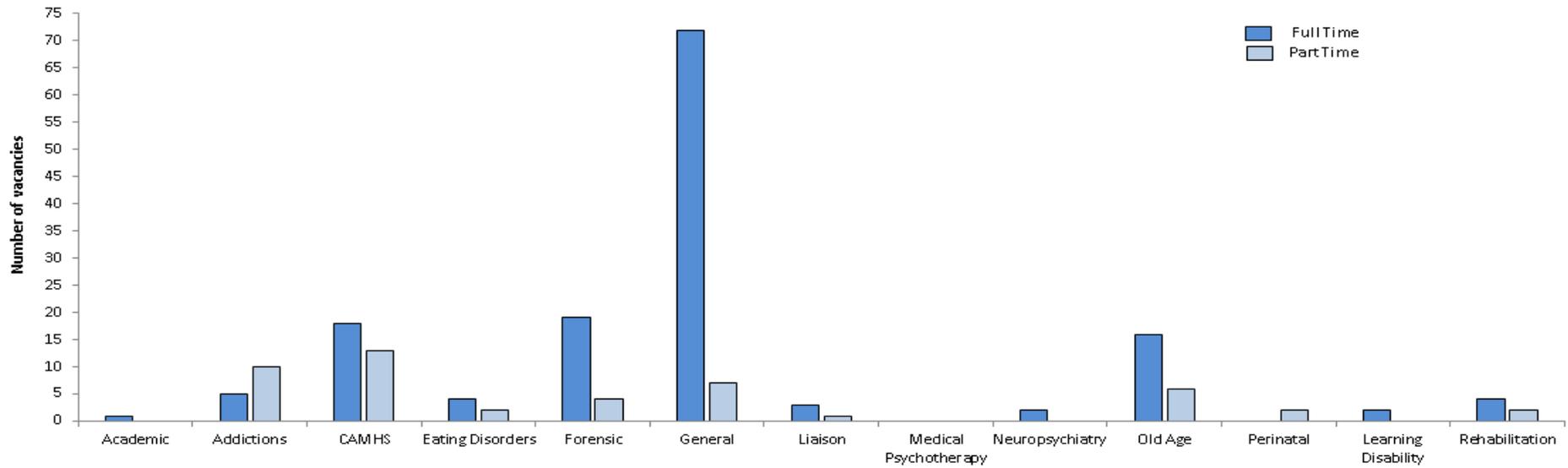
SASG: Locum posts – part-time



SASG: Vacant or unfilled – by region



SASG: Vacant or Unfilled – by specialty





Academic	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London																						
NHS North West																						
NHS Northern & Yorkshire	1		1	10.0		10.0													1		1	
NHS South Eastern																						
NHS South West																						
NHS Trent																						
NHS West Midlands																						
Total / Average England	1		1	10.0		10.0													1		1	
NHS Northern Ireland																						
NHS Wales																						
Independent																						
Total / Average All	1		1	10.0		10.0													1		1	



Addictions Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	12	5	17	10.0	10.0	10.0		2	2			6.0	6.0									
NHS North West	2		2	10.0		10.0		6	1	7	5.5	1.0	4.5			2		2				
NHS Northern & Yorkshire		1	1		10.0	10.0		3	3			5.3	5.3	1		1			1		1	
NHS South Eastern	2	2	4	10.0	10.0	10.0		2	3	5	9.5	8.0	8.3			1		1				
NHS South West								2	2			6.0	6.0	1		1						
NHS Trent	6	5	11	7.0	5.5	7.8		2	3	5	1.0	4.0	2.8						1		1	
NHS West Midlands	1	1	2	10.0	10.0	10.0		1		1	1.0		1.0	1		1			3	10	13	
Total / Average England	23	14	37	9.4	9.1	9.6		11	14	25	4.3	5.1	4.9	3		3		3	5	10	15	
NHS Northern Ireland	2		2	10.0		10.0			1	1			2.0	2.0								
NHS Wales		3	3		10.7	10.7		1	4	5	7.0	6.5	6.8	2		2						
Independent														1		1						
Total / Average All	25	17	42	9.1	9.4	9.6		12	19	31	5.0	5.3	5.2	6		6		3	3	5	10	15



Child & Adolescent Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern		3	3		10.0	10.0		2	2		6.0	6.0				1	2	3	1		1
NHS London	7	19	26	10.0	10.0	10.0	2	5	7	7.0	3.4	4.6	1	1	2				1	1	2
NHS North West	4	1	5	10.0	10.0	10.0		1	1		9.0	9.0		1	1				1	1	2
NHS Northern & Yorkshire		3	3		10.0	10.0		8	8		6.8	6.8		1	1				3		3
NHS South Eastern	6	7	13	10.0	10.0	10.0	2	10	12	6.0	6.3	6.3									
NHS South West		1	1		10.0	10.0	1	6	7	5.0	5.8	5.5	1	1	2						
NHS Trent	1	2	3	10.0	10.0	10.0	1	4	5	9.0	7.5	8.0	6	5	11	2	2	4	6		6
NHS West Midlands	1	3	4	10.0	10.0	10.0	1	5	6		6.4	6.4							4	1	5
Total / Average England	19	39	58	10.0	10.0	10.0	7	41	48	6.8	6.4	6.6	8	9	17	3	4	7	16	3	19
NHS Northern Ireland	2		2	10.0		10.0													1		1
NHS Wales																					
Independent	11	6	17	10.0	10.0	10.0	10	5	15	7.5	8.0	7.0	5	4	9	1		1	1	10	11
Total / Average All	32	45	77	10.0	10.0	10.0	17	46	63	6.9	6.4	6.4	13	13	26	4	4	8	18	13	31



Eating Disorders Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern								1	1			5.0	5.0			1	1	2			
NHS London		1	1		10.0	10.0		1	1			7.0	7.0						2		2
NHS North West																					
NHS Northern & Yorkshire		1	1		10.0	10.0															
NHS South Eastern																					
NHS South West								1	1			9.0	9.0								
NHS Trent	1		1	10.0		10.0		1		1	2.0		2.0		1		1	2		1	1
NHS West Midlands	1	1	2	10.0	10.0	10.0		2	2			4.0	4.0						1	1	2
Total / Average England	2	3	5	10.0	10.0	10.0		1	5	6	2.0	6.3	5.4		2	2	4		3	2	5
NHS Northern Ireland																					
NHS Wales																					
Independent	6		6	10.0		10.0								1		1				1	1
Total / Average All	8	3	11	10.0	10.0	10.0		1	5	6	2.0	6.3	5.4	1	1	2	2	4	4	2	6



Forensic Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED						
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts						
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total				
NHS Eastern		2	2		10.0	10.0																			
NHS London	5	4	9	10.0	10.0	10.0		1	1	1.0		1.0				1		1	2		2				
NHS North West	7	3	10	10.0	10.0	10.0		1		1		5.0			1			1							
NHS Northern & Yorkshire	7	3	10	10.0	10.0	10.0		1	2	3		8.0		7.0	7.5			1	1	1	1				
NHS South Eastern	13	15	28	10.0	10.0	10.0			4	4		6.0		4.5	5.0				4	2	6				
NHS South West	2	3	5	10.0		10.0		1	1			5.0		5.0			1		1	1	1	2			
NHS Trent	11	9	20	11.0	10.3	10.5									3	3	6		1	1	6	6			
NHS West Midlands	3	5	8	10.0	10.0	10.0											1		1	2	2				
Total / Average England	48	44	92	10.1	10.0	10.1		2	8	10		5.0		5.5	5.3		4	3	7	3	2	5	16	3	19
NHS Northern Ireland																									
NHS Wales	1	2	3	10.0	10.0	10.0			2	2		5.0		5.0											
Independent	19	6	25	9.7	9.3	9.4									4	2	6	5	6	11	3	1	4		
Total / Average All	68	52	120	10.1	10.0	10.0		2	10	12		5.0		5.4	5.1		8	5	13	8	8	16	19	4	23



General & Community Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	15	9	24	10.0	10.0	10.0	2	2		8.5	8.5		2	1	3				6		6
NHS London	64	71	135	10.0	10.0	10.0	12	23	35	7.4	7.5	7.4	4	13	17	13	2	11	11		11
NHS North West	28	15	43	10.0	10.0	10.0	2	8	10	4.0	7.0	6.3	5	7	12	8	5	3	5		5
NHS Northern & Yorkshire	27	10	37	10.0	10.0	10.0	4	10	14	5.3	6.8	5.9	7	7	14	2	1	1	13	2	15
NHS South Eastern	31	21	52	10.0	10.0	10.0	4	15	19	7.3	6.0	6.8	8	8	16	6	3	3	9	1	10
NHS South West	21	19	40	10.0	10.0	10.0	5	26	31	6.3	6.8	6.9	1	2	3	8	4	4	5	1	6
NHS Trent	20	18	38	10.3	9.9	10.1	3	7	10	7.3	5.7	6.4	2	5	7	3	1	2	6		6
NHS West Midlands	41	20	61	10.0	10.0	10.0	1	14	15	2.0	6.2	6.0				2	1	1	10	2	12
Total / Average England	247	183	430	10.0	10.0	10.0	31	105	136	5.7	6.8	6.8	29	43	72	17	25	42	65	6	71
NHS Northern Ireland	3	6	9	10.5	10.5	10.3	1	7	8	9.0	7.7	7.8	1		1	2	2		1		1
NHS Wales	20	14	34	10.0	10.0	10.0		3	3		6.5	6.5	2		2				5		5
Independent	11	8	19	10.0	10.0	10.0	1	2	3	4.0	7.0	5.5	3		3	2	2		1	1	2
Total / Average All	281	211	492	10.1	10.0	10.0	33	117	150	6.2	6.7	6.6	35	43	78	46	21	25	72	7	79



Liaison Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern								1	1			7.0	7.0						1		1
NHS London	2	2	4	10.0	10.0	10.0								3	1	4					
NHS North West																					
NHS Northern & Yorkshire		3	3		10.0	10.0		2	2			6.5	6.5								
NHS South Eastern	1		1	10.0		10.0															
NHS South West								3	3			7.0	7.0						2	1	3
NHS Trent	2	2	4	10.0	10.0	10.0		1	1			8.0	8.0								
NHS West Midlands		1	1		10.0	10.0															
Total / Average England	5	8	13	10.0	10.0	10.0		7	7			7.1	7.1	3	1	4			3	1	4
NHS Northern Ireland																					
NHS Wales		1	1		10.0	10.0															
Independent																					
Total / Average All	5	9	14	10.0	10.0	10.0		7	7			7.1	7.1	3	1	4			3	1	4



Medical Psychotherapy	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London		2	2		10.0	10.0	1	3	4	2.0	5.0	3.5										
NHS North West																						
NHS Northern & Yorkshire																						
NHS South Eastern																						
NHS South West								1	1		3.0	3.0										
NHS Trent																						
NHS West Midlands																						
Total / Average England		2	2		10.0	10.0	1	4	5	2.0	4.0	3.3										
NHS Northern Ireland																						
NHS Wales																						
Independent																						
Total / Average All		2	2		10.0	10.0	1	4	5	2.0	4.0	3.3										



Neuropsychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London																						
NHS North West																						
NHS Northern & Yorkshire																						
NHS South Eastern							1		1	6.0		6.0										
NHS South West																						
NHS Trent																						
NHS West Midlands																						
Total / Average England							1		1	6.0		6.0										
NHS Northern Ireland																						
NHS Wales																						
Independent	3		3	10.0		10.0							1	1	2	1	1	2	2		2	
Total / Average All	3		3	10.0		10.0	1		1	6.0		6.0	1	1	2	1	1	2	2		2	



Old Age Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	6	3	9	10.0	10.0	10.0													1		1
NHS London	11	18	29	10.0	10.0	10.0	3	6	9	6.0	5.5	5.5									
NHS North West	6	7	13	10.3	10.3	10.3	2	6	8	8.0	5.2	5.6				1		1	1		1
NHS Northern & Yorkshire	18	9	27	10.0	10.0	10.0	1	9	10	2.0	5.3	4.8	2	4	6	1	4	5	4	1	5
NHS South Eastern	6	9	15	10.0	10.0	10.0	4	20	24	6.3	5.5	5.9	1		1				3		3
NHS South West	4	5	9	10.5	10.0	10.2	3	15	18	5.0	5.5	5.3	3	2	5		3	3	2	4	6
NHS Trent	9	11	20	10.3	10.0	10.1		7	7		5.5	5.5	1	3	4	3	3	6			
NHS West Midlands	20	9	29	10.0	10.0	10.0		2	2		6.0	6.0		1	1		1	1	3	1	4
Total / Average England	80	71	151	10.1	10.0	10.1	13	65	78	5.5	5.5	5.5	7	10	17	5	11	16	14	6	20
NHS Northern Ireland	5	2	7	10.0	10.0	10.0		4	4		8.0	8.0									
NHS Wales	6	8	14	10.0	10.0	10.0		3	3		8.0	8.0	4		4				2		2
Independent								1	1		2.0	2.0									
Total / Average All	91	81	172	10.1	10.0	10.1	13	73	86	5.9	5.7	5.7	11	10	21	5	11	16	16	6	22



Perinatal Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London																					1	1
NHS North West																						
NHS Northern & Yorkshire		2	2		10.0	10.0																
NHS South Eastern	1		1	10.0		10.0		1	1		8.0	8.0										
NHS South West								1	1		5.0	5.0										
NHS Trent																						
NHS West Midlands		1	1		10.0	10.0		1	1		7.0	7.0									1	1
Total / Average England	1	3	4	10.0	10.0	10.0		3	3		6.7	6.7								2	2	
NHS Northern Ireland																						
NHS Wales																						
Independent																						
Total / Average All	1	3	4	10.0	10.0	10.0		3	3		6.7	6.7								2	2	



Psychiatry of Learning Disability	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED		
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts		
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	3		3	10.0		10.0															
NHS London	2	2	4	10.0	10.0	10.0	2	1	3	6.0	5.0	5.5									
NHS North West	1		1	10.0		10.0	2	1	3	4.0	5.0	4.0									
NHS Northern & Yorkshire	2	1	3	10.0	10.0	10.0	1	5	6	8.0	6.3	6.8									
NHS South Eastern	1	6	7	10.0	10.0	10.0	2		2	3.0		3.0									
NHS South West		1	1		5.0	5.0	1	3	4	5.0	5.0	5.0									
NHS Trent	3		3	10.0		10.0							2	2	4						
NHS West Midlands	3	5	8	10.0	10.0	10.0	1	1	2	9.0	7.0	8.0							2		2
Total / Average England	15	15	30	10.0	9.0	9.4	9	11	20	5.8	5.7	5.7	2	2	4				2		2
NHS Northern Ireland																					
NHS Wales		1	1		10.0	10.0															
Independent	5		5	10.5		10.5							5	1	6						
Total / Average All	20	16	36	10.1	9.5	9.8	9	11	20	5.6	5.8	5.7	7	3	10			0	2		2



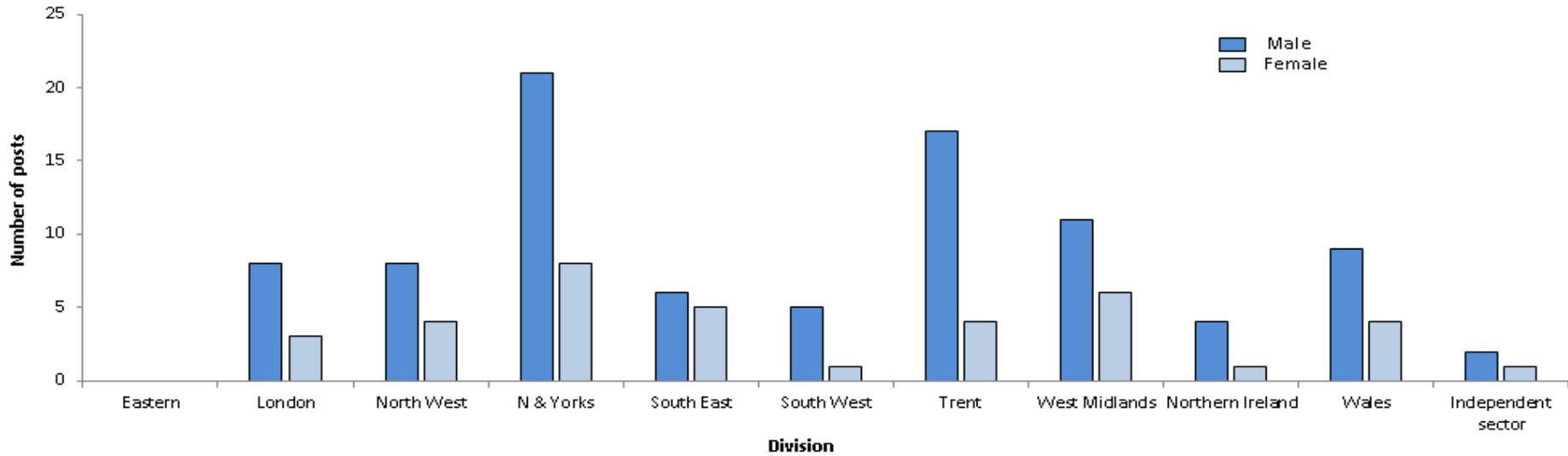
Rehabilitation & Social Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED			
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts			
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	2	1	3	10.0	10.0	10.0	2	2		7.0	7.0											
NHS North West																						
NHS Northern & Yorkshire							2	2	4	10.0	6.0	6.0	1	1	2	1	1		1	1	2	
NHS South Eastern																						
NHS South West																						
NHS Trent		4	4		10.0	10.0	3	3		6.5	6.5				1	1	2			1	1	
NHS West Midlands	11	7	18	10.0	10.0	10.0	3	3		6.0	6.0											
Total / Average England	13	12	25	10.0	10.0	10.0	2	10	12	10.0	6.4	6.4	1	1	2	1	2	3	1	2	3	
NHS Northern Ireland													1	1	2							
NHS Wales	1	1	2	10.0	10.0	10.0	2	2		6.0	6.0								2		2	
Independent	5	2	7	10.5	10.5	10.5							2		2				1		1	
Total / Average All	19	15	34	10.2	10.1	10.1	2	12	14	10.0	6.3	6.3	4	2	6	1	2	3	4	2	6	

SECTION 3: CONSULTANT RETIREMENTS

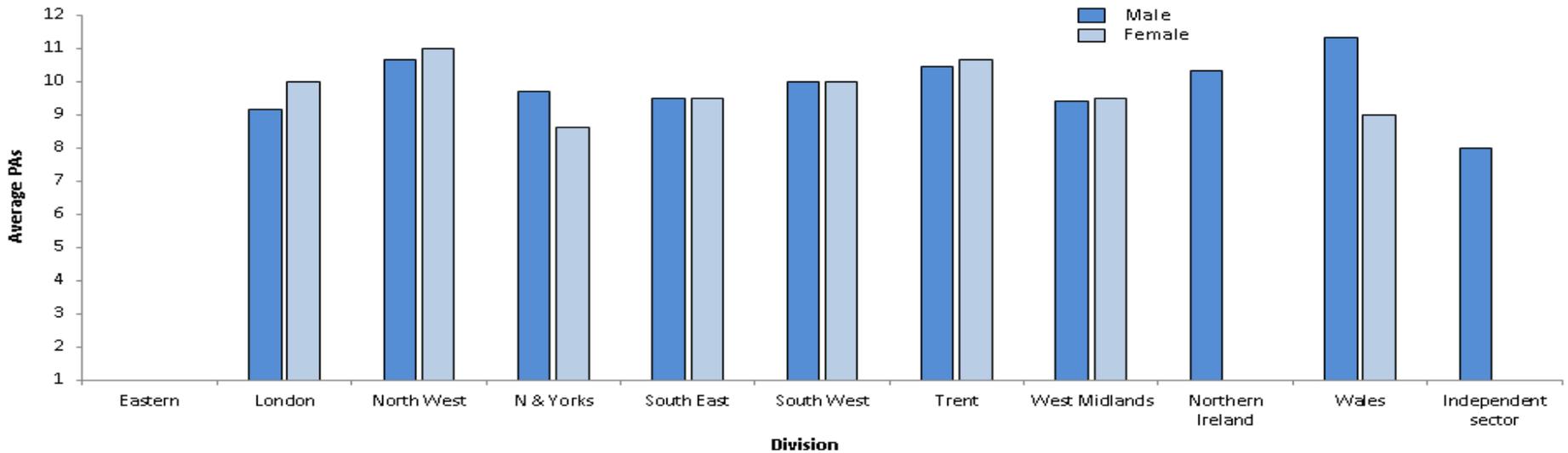
CONSULTANT RETIREMENTS

Substantive whole time posts Overall	RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014						RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015						NUMBER OF THESE RE-EMPLOYED (PART TIME)
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Number of posts
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	Total
NHS Eastern							3	1	4	9.5	10.0	9.5	1
NHS London	8	3	11	9.2	10.0	9.4	12	5	17	7.4	7.7	7.7	7
NHS North West	8	4	12	10.7	11.0	10.7	8	7	15	10.0	9.3	9.9	9
NHS Northern & Yorkshire	21	8	29	9.7	8.6	9.2	13	7	20	9.5	7.8	8.7	16
NHS South Eastern	6	5	11	9.5	9.5	9.7	6	4	10	5.8	7.7	7.9	2
NHS South West	5	1	6	10.0	10.0	10.0	5	5	10	7.0	7.0	7.8	7
NHS Trent	17	4	21	10.4	10.7	10.5	15	10	25	10.3	10.2	10.3	17
NHS West Midlands	11	6	17	9.4	9.5	9.3	11	5	16	10.0	9.0	9.6	11
Total / Average England	76	31	107	9.8	9.9	9.8	73	44	117	8.7	8.6	8.7	70
NHS Northern Ireland	4	1	5	10.3		10.3	2		2	10.5		10.5	3
NHS Wales	9	4	13	11.3	9.0	10.1	1	6	7	12.0	11.0	11.3	3
Independent	2	1	3	8.0		8.0	1	1	2	10.0	8.0	9.0	1
Total / Average All	91	37	128	10.0	9.7	9.9	77	51	128	9.2	8.9	9.2	77

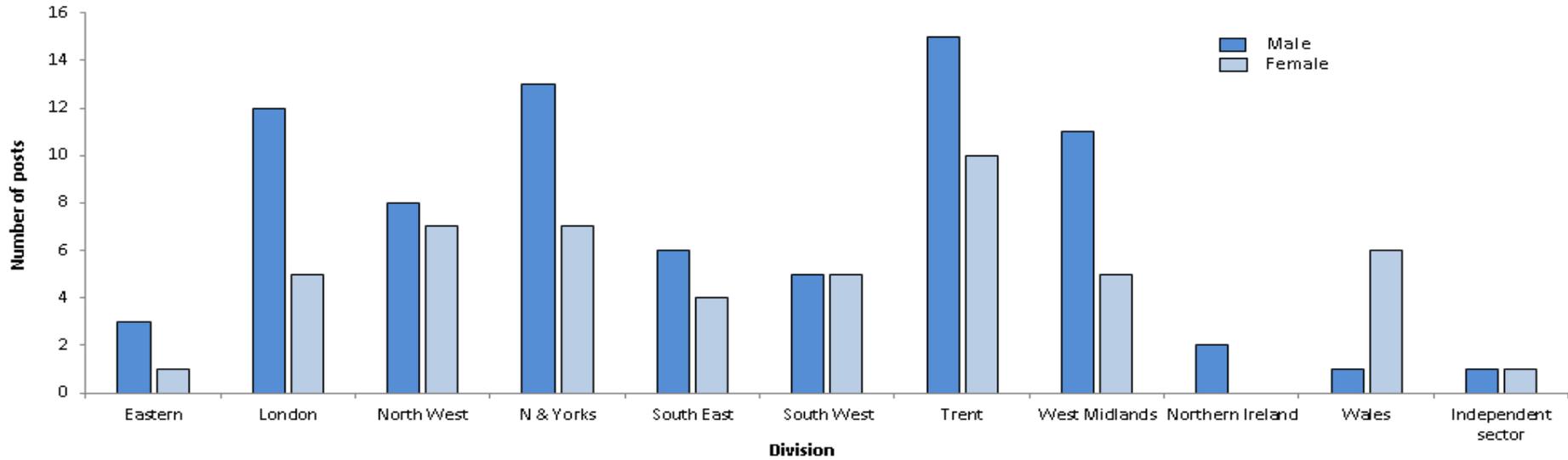
CONSULTANT RETIREMENTS: Retired between September 2013 and September 2014 – Number of posts



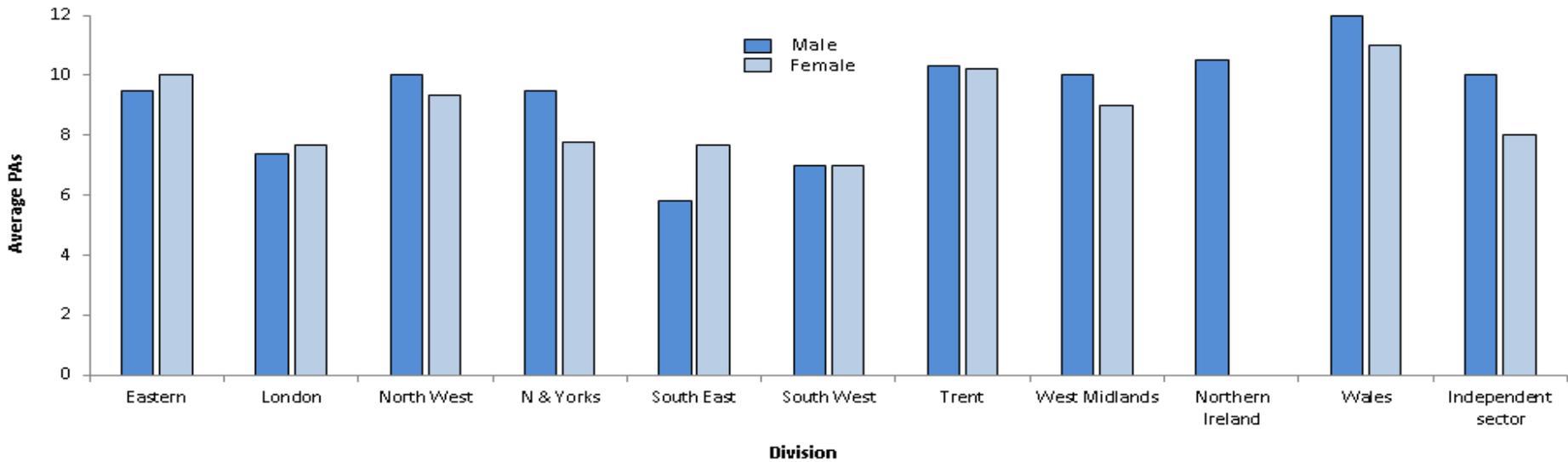
CONSULTANT RETIREMENTS: Retired between September 2013 and September 2014 - Average number of paid PAs



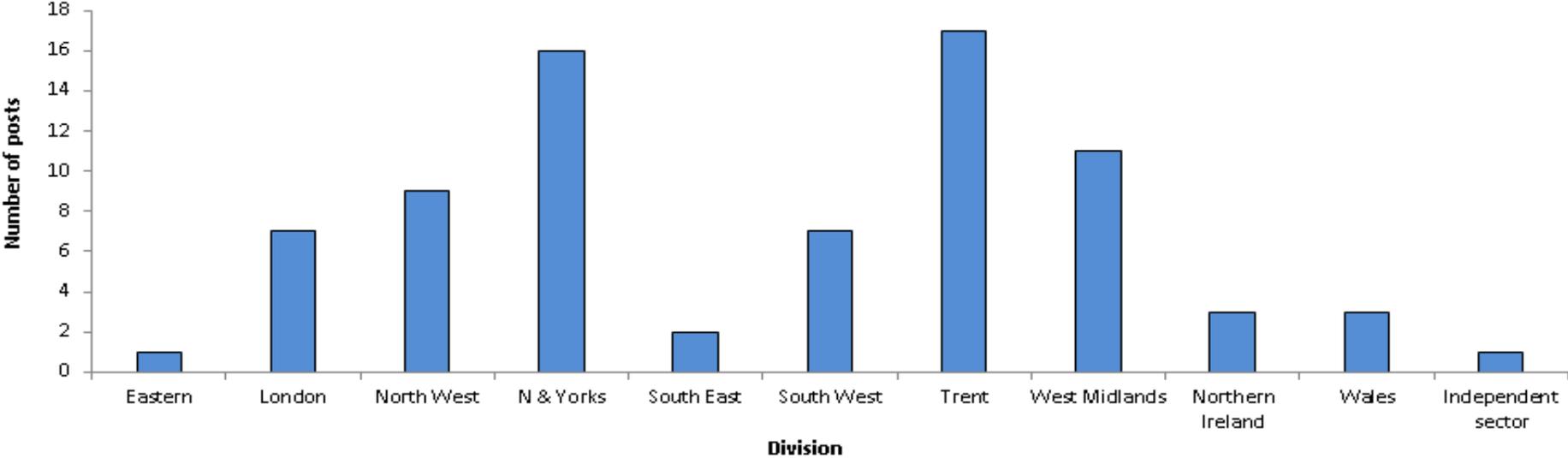
CONSULTANT RETIREMENTS: Retired between September 2014 and September 2015 – Number of posts



CONSULTANT RETIREMENTS: Retired between September 2014 and September 2015 - Average number of paid PAs



CONSULTANT RETIREMENTS: Number re-employed (part time)



CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Academic

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London													
NHS North West	1		1	10.0		10.0							
NHS Northern & Yorkshire													
NHS South Eastern													
NHS South West													
NHS Trent													
NHS West Midlands													
Total / Average England	1		1	10.0		10.0							
NHS Northern Ireland													
NHS Wales	1		1										
Independent	2		2	10.0		10.0							
Total / Average All													

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Addictions Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London													
NHS North West													
NHS Northern & Yorkshire							1		1	11.0		11.0	1
NHS South Eastern								1	1		10.0	10.0	1
NHS South West													
NHS Trent													
NHS West Midlands	1		1	10.0		10.0							
Total / Average England	1		1	10.0		10.0	1	1	2	11.0	10.0	10.5	2
NHS Northern Ireland													
NHS Wales	1	1	2	11.0	6.0	8.5							
Independent													
Total / Average All	2	1	3	10.5	6.0	9.3	1	1	2	11.0	10.0	10.5	2

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Child & Adolescent Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern							1		1	10.0		10.0	
NHS London	1	1	2	10.0	10.0	10.0	3	2	5	9.0	6.5	8.3	1
NHS North West	1		1	12.0	12.0			2	2		9.5	9.5	1
NHS Northern & Yorkshire	3		3	9.0	9.0		1	5	6	9.0	7.8	7.6	2
NHS South Eastern							1	1	2	3.0	3.0	3.0	
NHS South West	3		3	10.0	10.0								1
NHS Trent	3		3	10.7	10.7			3	3		10.0	10.0	5
NHS West Midlands	3	1	4	8.5	9.0	10.0		2	2		8.5	8.5	2
Total / Average England	14	2	16	10.0	10.1	10.0	6	15	21	8.2	7.9	8.3	12
NHS Northern Ireland													
NHS Wales													
Independent	1		1	10.0	10.0								1
Total / Average All	15	2	17	10.0	10.0	10.0	6	15	21	8.2	7.9	8.3	13

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Eating Disorders Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London													
NHS North West													
NHS Northern & Yorkshire													
NHS South Eastern													
NHS South West													
NHS Trent													
NHS West Midlands													
Total / Average England													
NHS Northern Ireland													
NHS Wales													
Independent													
Total / Average All			0							0			0

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013
AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014
AND SEPTEMBER 2015

NUMBER OF THESE RE-
EMPLOYED (PART TIME)

Substantive whole time posts
Forensic Psychiatry

Number of posts

Average number of paid
PAs

Number of posts

Average number of paid
PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London	2		2	10.0		10.0							1
NHS North West	2		2	10.0		10.0	2	1	3	10.0	10.0	10.0	4
NHS Northern & Yorkshire	3		3	10.3		10.3	2		2	9.0		9.0	
NHS South Eastern		1	1		10.0	10.0	1		1	10.0		10.0	
NHS South West								1	1		1.0	1.0	
NHS Trent	2	1	3	10.0	10.0	10.0	1		1	10.0		10.0	2
NHS West Midlands							1		1	10.0		10.0	
Total / Average England	9	2	11	10.1	10.0	10.0	7	2	9	9.8	5.5	8.3	7
NHS Northern Ireland													
NHS Wales	2	1	3	11.5	11.0	11.0		1	1		11.0	11.0	
Independent		1	1										
Total / Average All	11	4	15	10.4	10.3	10.3	7	3	10	9.7	7.3	8.9	7

CONSULTANT RETIREMENTS

Substantive whole time posts General Adult Psychiatry	RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014						RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015						NUMBER OF THESE RE- EMPLOYED (PART TIME)
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Number of posts
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	Total
NHS Eastern							1	2	3	9.0	10.0	9.0	1
NHS London	1	1	2	10.0	10.0	10.0	1	7	8	6.5	8.0	7.5	2
NHS North West	2	3	5	11.0	11.0	10.8	2	2	4	10.0	6.5	8.2	2
NHS Northern & Yorkshire	10	4	14	10.0	7.7	9.1	2	6	8	8.8	8.0	8.6	8
NHS South Eastern	5	1	6	9.0	8.0	8.5	2	2	4	10.0	10.0	10.0	1
NHS South West	2		2	10.0		10.0	2	4	6	7.0	10.0	7.8	5
NHS Trent	5	2	7	10.8	10.0	10.8	4	11	15	10.4	10.8	10.6	6
NHS West Midlands	6	2	8	10.0	10.0	10.0	2	4	6	10.0	10.0	10.0	5
Total / Average England	31	13	44	10.1	9.4	9.9	16	38	54	9.0	8.2	8.9	30
NHS Northern Ireland	2		2	10.5		10.5		2	2	10.5		10.5	
NHS Wales	1	1	2	12.0	10.0	11.0	2		2		11.0	11.0	2
Independent							1	1	2	10.0	8.0	9.0	
Total / Average All	34	14	48	10.4	9.4	10.2	19	41	60	9.2	9.3	9.2	32

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts Liaison Psychiatry	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Number of posts
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	Total
NHS Eastern													
NHS London													
NHS North West													
NHS Northern & Yorkshire		1	1		6.0	6.0							1
NHS South Eastern													
NHS South West													
NHS Trent	1		1	10.0		10.0							
NHS West Midlands							1		1				1
Total / Average England	1	1	2	10.0	6.0	8.0	1		1				2
NHS Northern Ireland													
NHS Wales													
Independent													
Total / Average All	1	1	2	10.0	6.0	8.0	1		1				2

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013
AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014
AND SEPTEMBER 2015

NUMBER OF THESE RE-
EMPLOYED (PART TIME)

Substantive whole time posts
Medical Psychotherapy

Number of posts

Average number of paid
PAs

Number of posts

Average number of paid
PAs

Number of posts

Division	RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014			RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015			NUMBER OF THESE RE- EMPLOYED (PART TIME)
	M	F	Total	M	F	Avg	
NHS Eastern							
NHS London	1		1	7.0		7.0	1
NHS North West							
NHS Northern & Yorkshire							
NHS South Eastern							
NHS South West							
NHS Trent	1		1	11.0		11.0	
NHS West Midlands		1	1		6.0	6.0	
Total / Average England	2	1	3	9.0	6.0	8.0	1
NHS Northern Ireland							
NHS Wales							
Independent	1		1	6.0		6.0	
Total / Average All	3	1	4	8.0	6.0	7.5	1

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Neuropsychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total	
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg		
NHS Eastern														
NHS London														
NHS North West														
NHS Northern & Yorkshire														
NHS South Eastern														
NHS South West														
NHS Trent														
NHS West Midlands														
Total / Average England														
NHS Northern Ireland														
NHS Wales														
Independent														
Total / Average All			0							0				0

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts Old Age Psychiatry	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Number of posts
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	Total
NHS Eastern													
NHS London	2		2	10.0		10.0	1	1	2	6.0	8.0	7.0	
NHS North West	2		2	10.0		10.0	4	1	5	10.0	10.0	10.0	2
NHS Northern & Yorkshire	3	1	4	8.7	10.0	8.7	2		2	10.0		10.0	3
NHS South Eastern		2	2		10.0	10.0							
NHS South West			0				1	1	2	10.0	10.0	10.0	1
NHS Trent	4		4	10.0		10.0	2	1	3	10.0	8.0	9.3	2
NHS West Midlands							1		1	10.0		10.0	
Total / Average England	11	3	14	9.7	10.0	9.7	11	4	15	9.3	9.0	9.4	8
NHS Northern Ireland	2	1	3	10.0	10.0	10.0							3
NHS Wales	2	1	3	10.5	10.0	10.3		2	2		11.5	11.5	1
Independent													
Total / Average All	15	5	20	9.8	10.0	9.8	11	6	17	9.6	9.8	9.6	12

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Perinatal Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London													
NHS North West		1	1		10.0	10.0							
NHS Northern & Yorkshire													
NHS South Eastern													
NHS South West													
NHS Trent													
NHS West Midlands		1	1		6.0	6.0							1
Total / Average England		1	1		8.0	8.0							1
NHS Northern Ireland													
NHS Wales													
Independent													
Total / Average All		2	2		8.0	8.0							1

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Learning Disability Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London								1	1		10.0	10.0	1
NHS North West								1	1		11.0	11.0	
NHS Northern & Yorkshire	1	2	3	10.0	10.0	10.0	1		1	10.0		10.0	1
NHS South Eastern	1	1	2	10.0	10.0	10.0	2		2	4.5		4.5	
NHS South West		1	1		10.0	10.0		1	1				
NHS Trent	1	1	2	12.0	12.0	12.0		1	1		10.0	10.0	2
NHS West Midlands							3		3	10.0		10.0	1
Total / Average England	3	5	8	10.7	10.5	10.5	6	4	10	8.2	10.3	9.3	5
NHS Northern Ireland													
NHS Wales	1		1	12.0		12.0		1	1		10.0	10.0	
Independent													
Total / Average All	4	5	9	11.0	10.4	10.5	6	5	11	8.2	10.3	9.0	5

CONSULTANT RETIREMENTS

RETIRED BETWEEN SEPTEMBER 2013 AND SEPTEMBER 2014

RETIRED BETWEEN SEPTEMBER 2014 AND SEPTEMBER 2015

NUMBER OF THESE RE-EMPLOYED (PART TIME)

Substantive whole time posts
Rehabilitation Psychiatry

Number of posts

Average number of paid PAs

Number of posts

Average number of paid PAs

Number of posts

Division	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	
NHS Eastern													
NHS London	1	1	2	6.0	10.0	8.0							1
NHS North West													
NHS Northern & Yorkshire	1		1	10.0		10.0							
NHS South Eastern													
NHS South West													
NHS Trent							1	1	2	10.0	10.0	10.0	
NHS West Midlands	1	1	2	10.0	10.0	10.0	1	1	2	10.0	10.0	10.0	1
Total / Average England	3	2	5	8.7	10.0	9.3	2	2	4	10.0	10.0	10.0	2
NHS Northern Ireland													
NHS Wales	1		1	12.0		12.0	1		1	12.0		12.0	
Independent													
Total / Average All	4	2	6	9.5	10.0	9.6	3	2	5	10.7	10.0	10.5	2

SECTION 4: 2013-2015 CENSUS COMPARISON

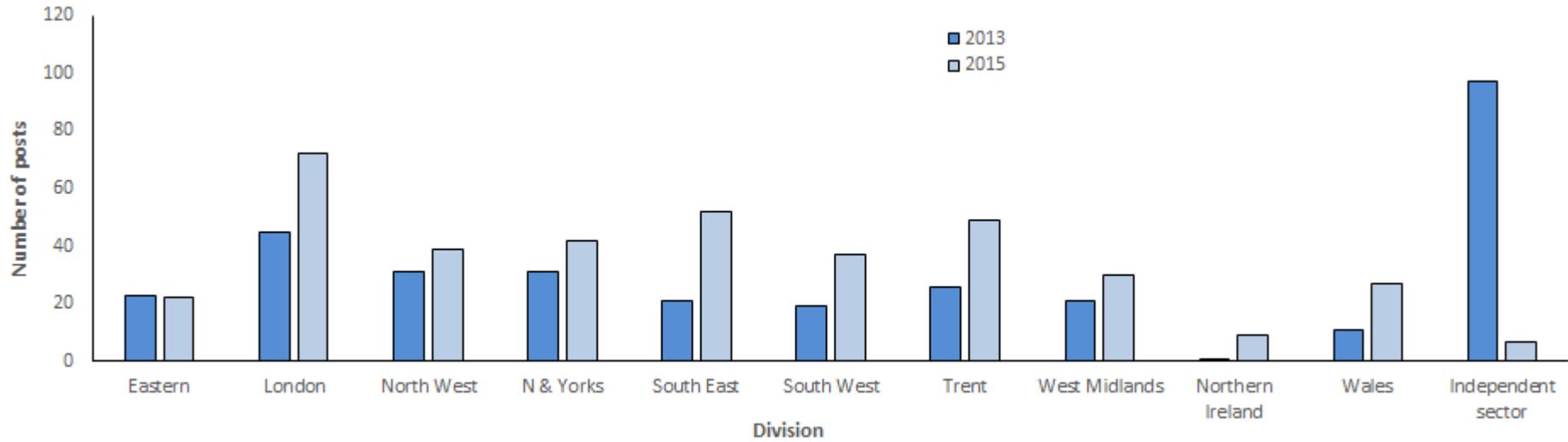
CONSULTANTS: Substantive full time posts (Male and Female) 2013 and 2015 – number of posts



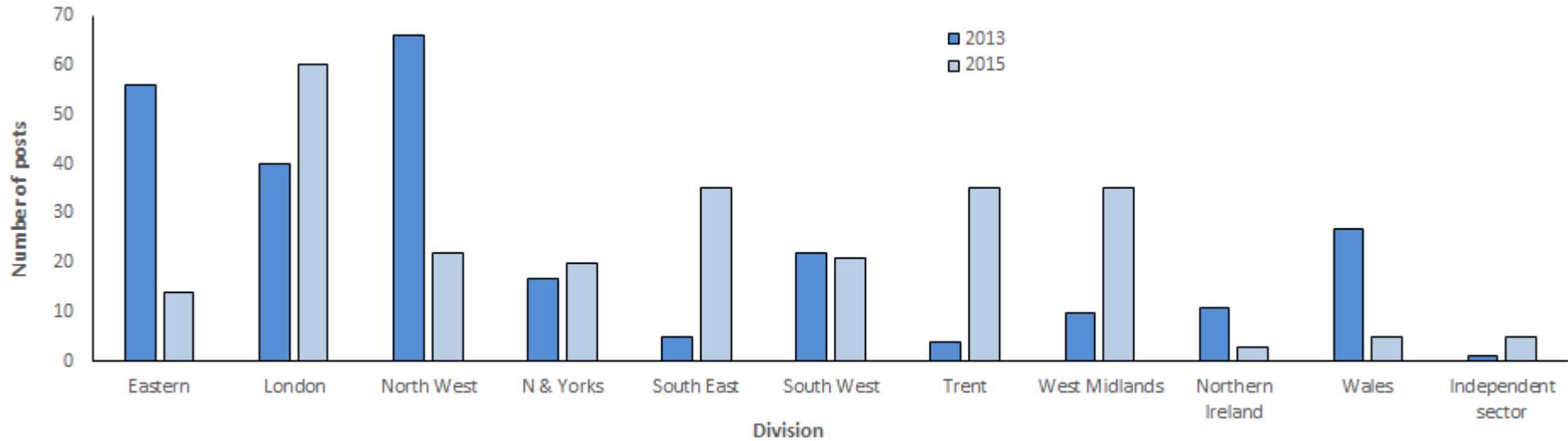
CONSULTANTS: Substantive part time posts (Male and Female) 2013 and 2015 – number of posts



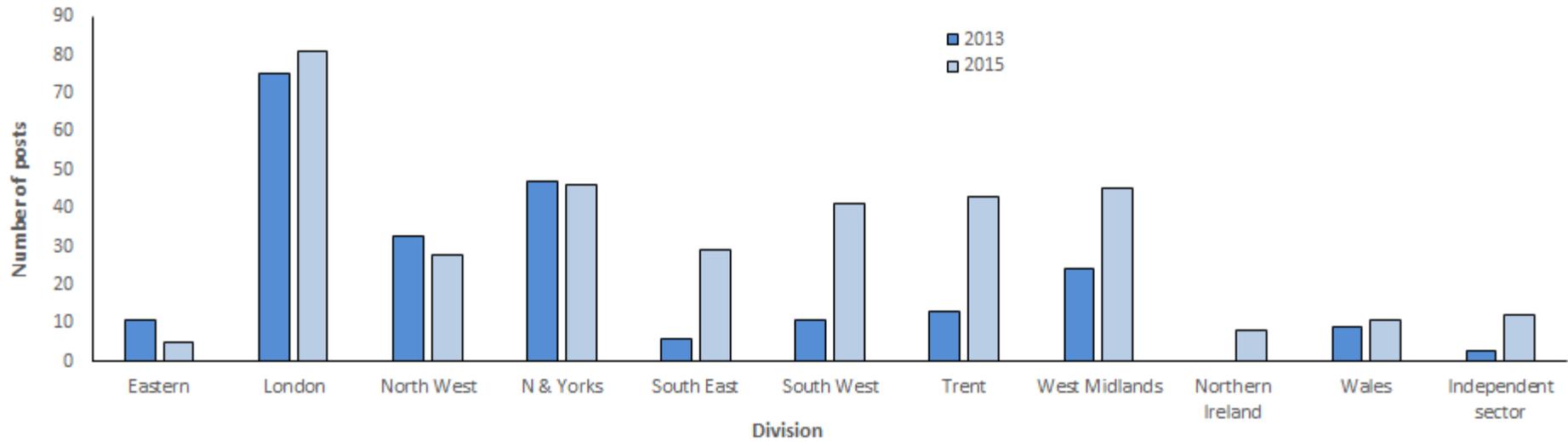
CONSULTANTS: Locum full time posts (Male and Female) 2013 and 2015 – number of posts



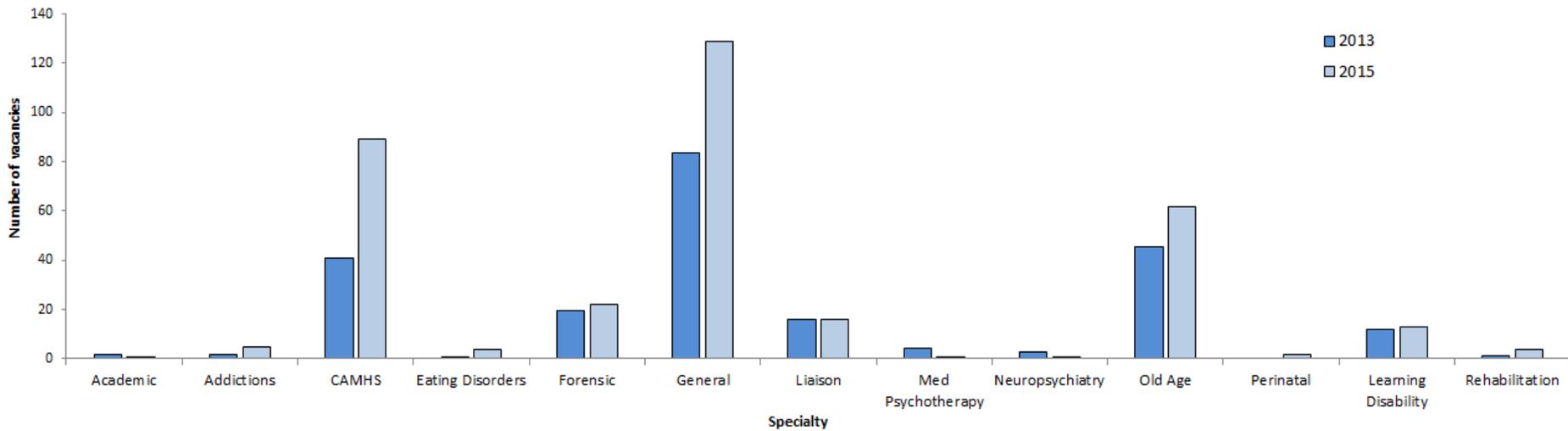
CONSULTANTS: Locum part time posts (Male and Female) 2013 and 2015 – number of posts



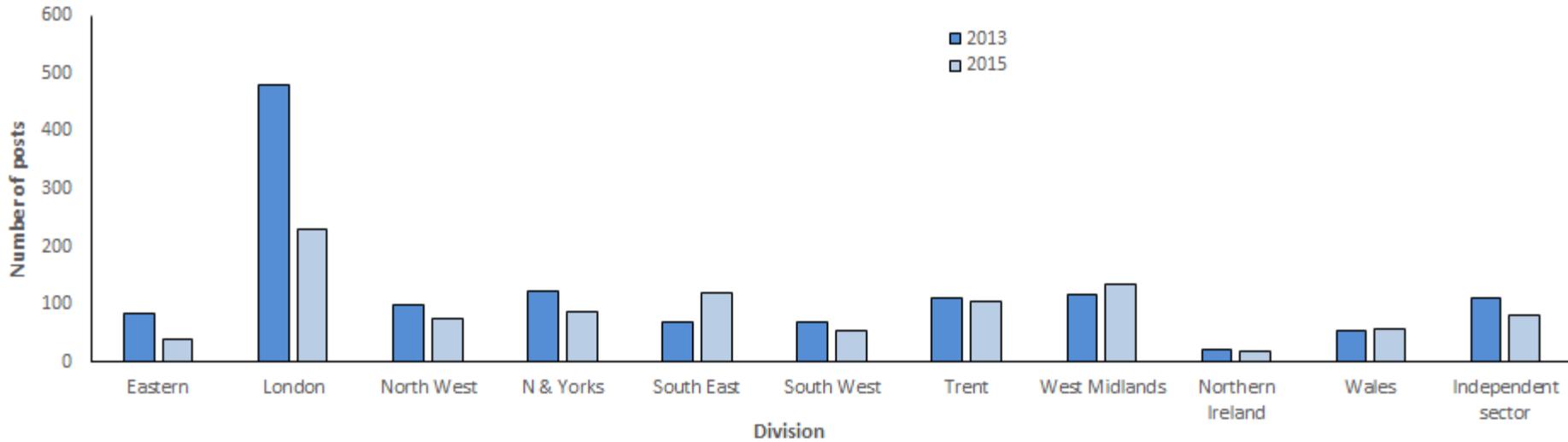
CONSULTANTS: Vacant posts (full time and part time) 2013 and 2015 – number of posts by division



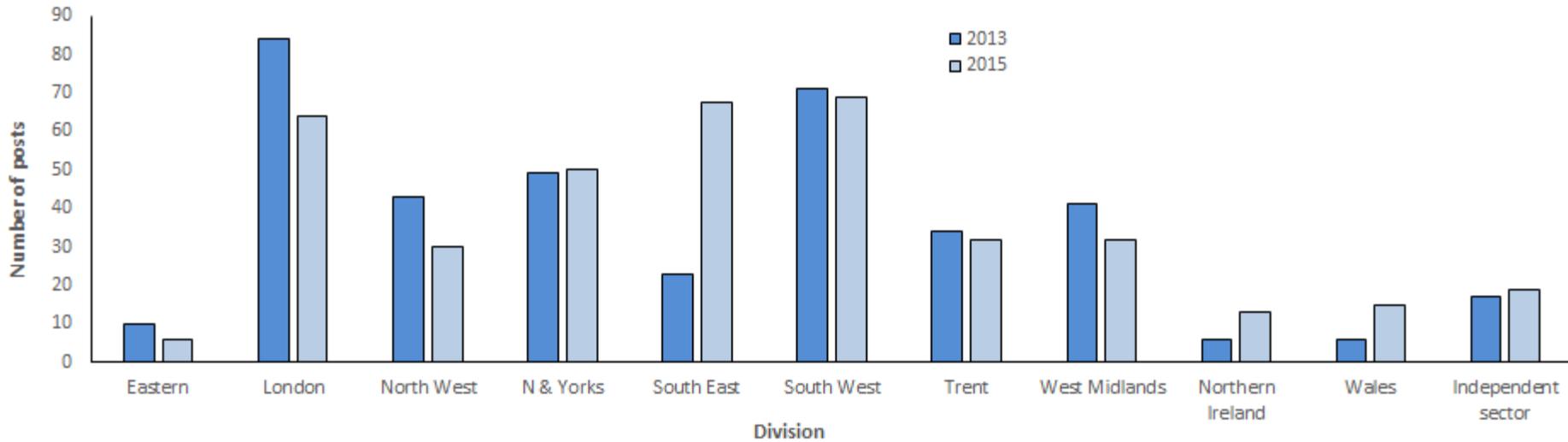
CONSULTANTS: Vacant posts (full time and part time) 2013 and 2015 – number of posts by specialty



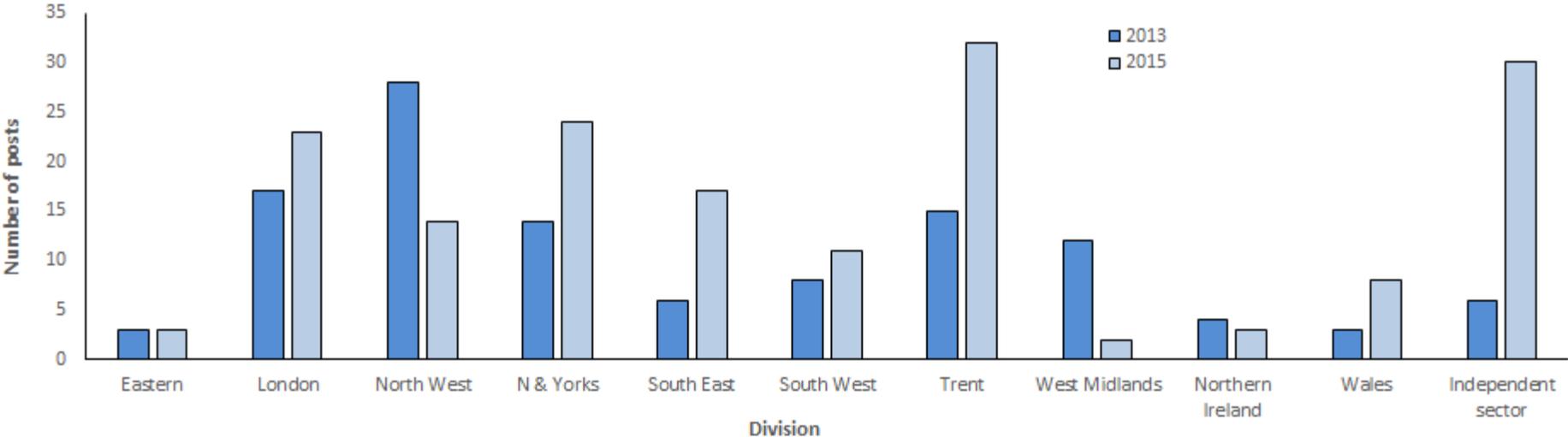
SASG: Substantive full time posts (Male and Female) 2013 and 2015 – number of posts



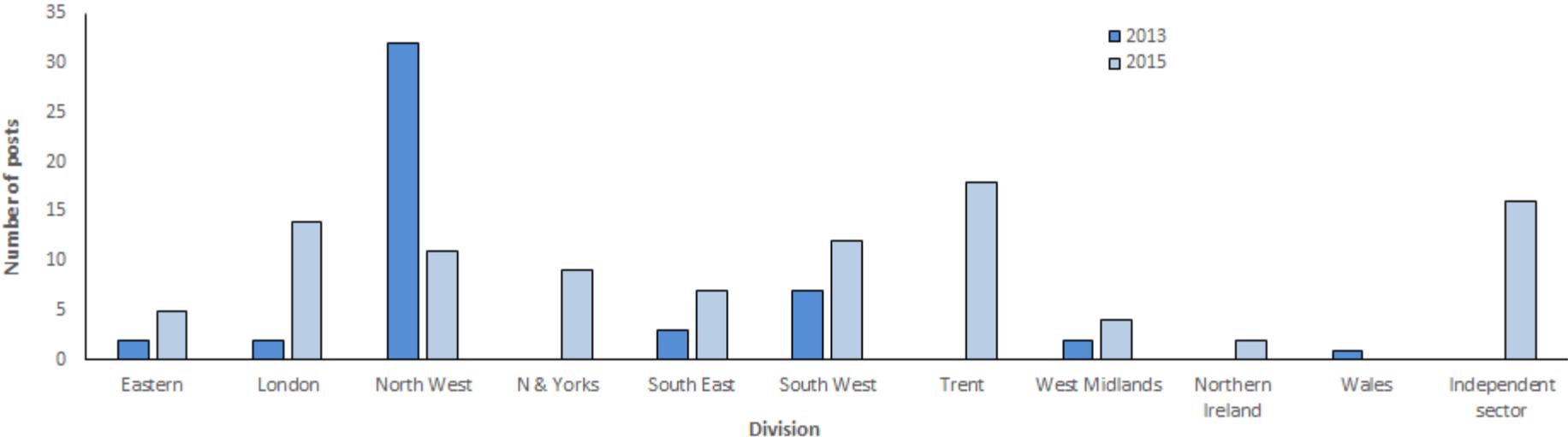
SASG: Substantive part time posts (Male and Female) 2013 and 2015 – number of posts



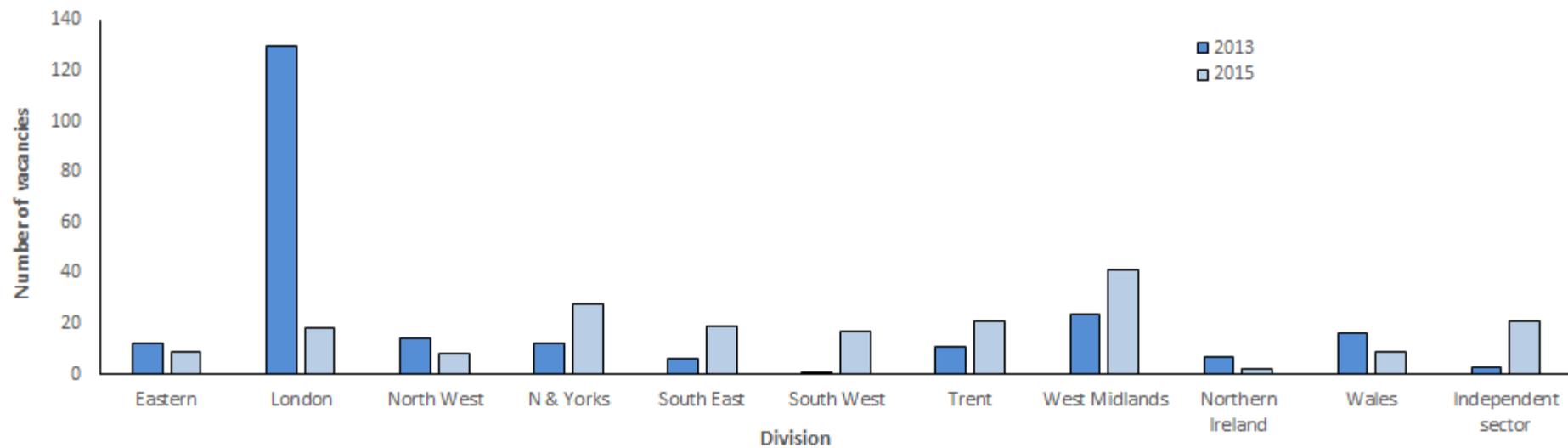
SASG: Locum full time posts (Male and Female) 2013 and 2015 – number of posts



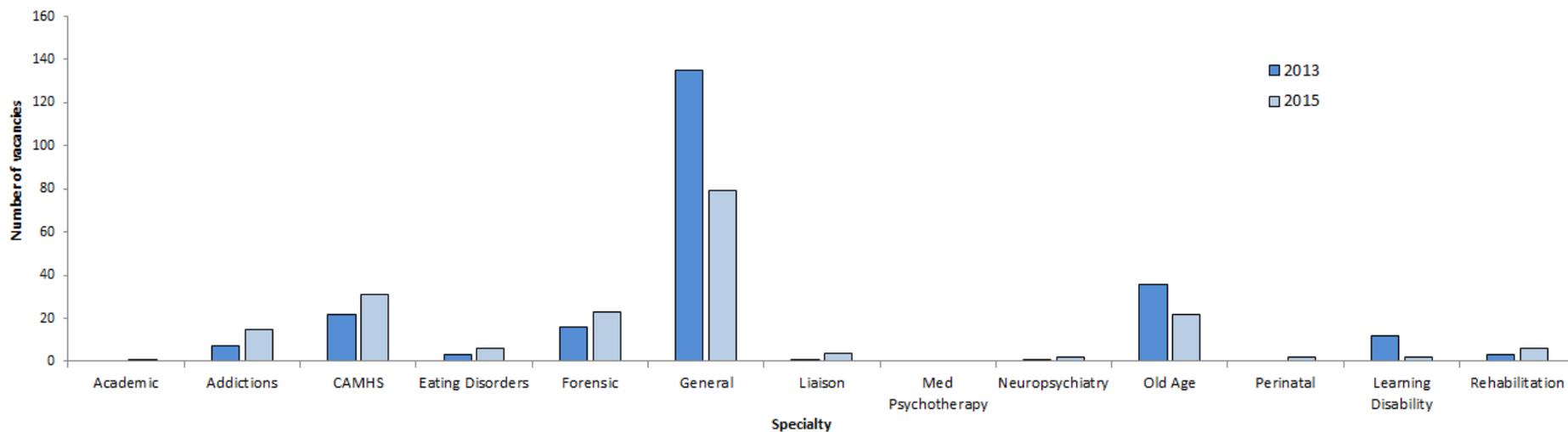
SASG: Locum part time posts (Male and Female) 2013 and 2015 – number of posts



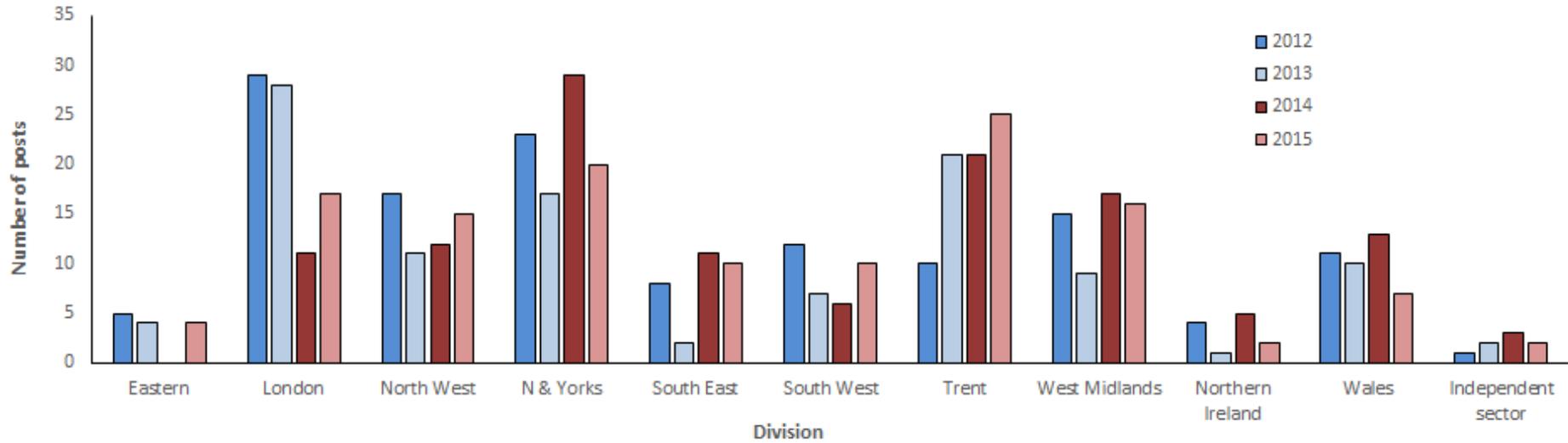
SASG: Vacant posts (full time and part time) 2013 and 2015 – number of posts by division



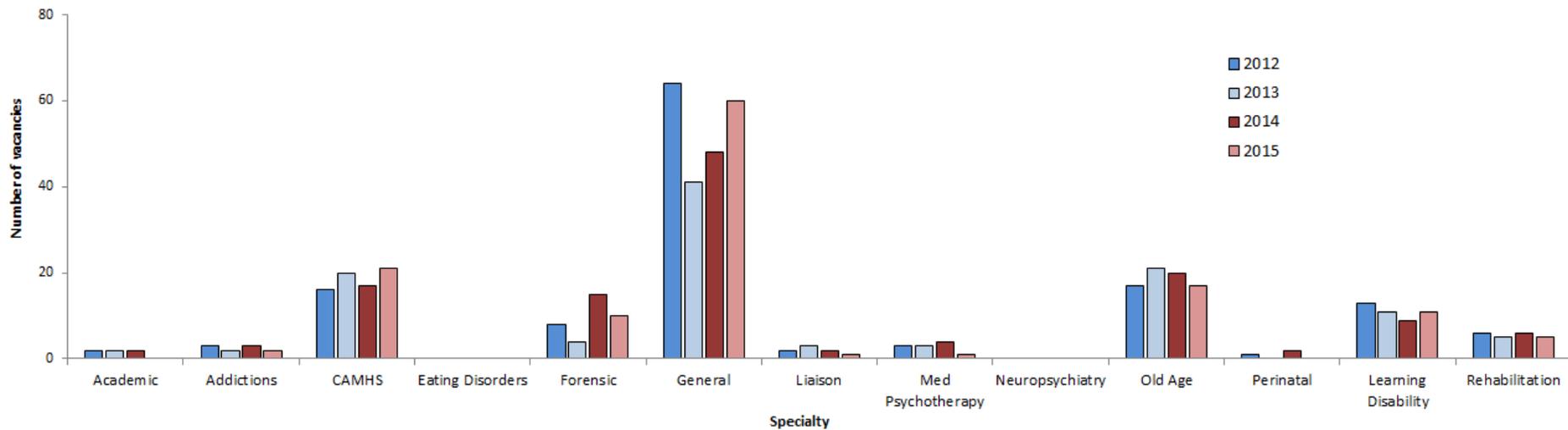
SASG: Vacant posts (full time and part time) 2013 and 2015 – number of posts by specialty



CONSULTANTS: Total retirements (Male and Female) between 2012 and 2015 – number of posts by division



CONSULTANTS: Total retirements (Male and Female) between 2012 and 2015 – number of posts by specialty



APPENDICES

APPENDIX I: Census questionnaire

Consultant Psychiatrist staffing as at 30 September 2015

Specialty	Substantive Whole-Time Posts (i.e. 10PAs or more)				Substantive Part-Time Posts (i.e. less than 10PAs)				Locum Posts				Vacant or Unfilled posts	
	Number of posts		Average number of paid PAs		Number of posts		Average number of paid PAs		Number of whole time posts		Number of part time posts		Number of whole time posts	Number of part time posts
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Academic														
Addictions Psychiatry														
Child and Adolescent Psychiatry														
Eating Disorders Psychiatry														
Forensic Psychiatry														
General and Community Psychiatry														
Liaison Psychiatry														
Medical Psychotherapy														
Neuropsychiatry														
Old Age Psychiatry														
Perinatal Psychiatry														
Psychiatry of Learning Disability														
Rehabilitation and Social Psychiatry														

Trust Doctor, Specialty Doctor, Staff Grade, Associate Specialist Psychiatrist staffing as at 30 September 2015

Specialty	Substantive Whole-Time Posts (i.e. 10PAs or more)				Substantive Part-Time Posts (i.e. less than 10PAs)				Locum Posts				Vacant or Unfilled posts	
	Number of posts		Average number of paid PAs		Number of posts		Average number of paid PAs		Number of whole time posts		Number of part time posts		Number of whole time posts	Number of part time posts
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Academic Psychiatry														
Addictions Psychiatry														
Child and Adolescent Psychiatry														
Eating Disorders Psychiatry														
Forensic Psychiatry														
General and Community Psychiatry														
Liaison Psychiatry														
Medical Psychotherapy														
Neuropsychiatry														
Old Age Psychiatry														
Perinatal Psychiatry														
Psychiatry of Learning Disability														
Rehabilitation and Social Psychiatry														

Consultant Psychiatrist staff retirements in the two years up to 30 September 2015

Specialty	Substantive Whole-Time Posts retired between Sept 2013 and Sept 2014				Substantive Whole-Time Posts retired between Sept 2014 and Sept 2015				Number of these consultants re-employed (part-time)
	Number of posts		Average number of paid PAs		Number of posts		Average number of paid PAs		Number of part time posts
	Male	Female	Male	Female	Male	Female	Male	Female	
Academic									
Addictions Psychiatry									
Child and Adolescent Psychiatry									
Eating Disorders Psychiatry									
Forensic Psychiatry									
General and Community Psychiatry									
Liaison Psychiatry									
Medical Psychotherapy									
Neuropsychiatry									
Old Age Psychiatry									
Perinatal Psychiatry									
Psychiatry of Learning Disability									
Rehabilitation and Social Psychiatry									

APPENDIX II: Respondents to the 2015 workforce census

1. NHS Mental Health Trusts

2gether NHS Foundation Trust
5 Boroughs Partnership NHS Foundation Trust
Abertawe Bro Morgannwg University Health Board
Alder Hey Children's NHS Foundation Trust
Aneurin Bevan University Health Board
Avon & Wiltshire Mental Health Partnership NHS Trust
Barnet Enfield & Haringey Mental Health Trust
Belfast Health & Social Care Trust (Northern Ireland)
Berkshire Healthcare NHS Foundation Trust
Betsi Cadwaladr University Health Board
Birmingham & Solihull Mental Health NHS Foundation Trust
Birmingham Children's Hospital
Birmingham Community Healthcare NHS Trust
Black Country Partnership NHS Foundation Trust
Bolton NHS Foundation Trust
Bradford District Care NHS Foundation Trust
Calderstones Partnership NHS Foundation Trust
Cambridgeshire and Peterborough NHS Trust
Camden and Islington NHS Foundation Trust
Cardiff & Vale University Health Board
Central & North West London NHS Foundation Trust
Central Manchester University Hospitals NHS Foundation Trust
Cheshire and Wirral Partnership NHS Foundation Trust
Cornwall Partnership NHS Foundation Trust
Coventry and Warwickshire Partnership NHS Trust
Cumbria Partnership NHS Foundation Trust
Derbyshire Healthcare NHS Foundation Trust
Devon Partnership NHS Trust
Dorset HealthCare University NHS Foundation Trust
Dudley and Walsall Mental Health Partnership NHS Trust
East Lancashire Hospital Trust
East London Foundation NHS Trust
Great Ormond Street Hospital NHS for Children NHS Foundation Trust
Greater Manchester West Mental Health NHS Foundation Trust
Guy's and St Thomas' NHS Foundation Trust
Heart of England NHS Foundation Trust
Humber NHS Foundation Trust
Isle of Wight NHS Trust
Kent and Medway NHS and Social Care Partnership Trust
Lancashire Care NHS Foundation Trust
Leeds and York Partnership NHS Foundation Trust
Leeds Community Healthcare NHS Trust

Leicestershire Partnership NHS Trust
Lincolnshire Partnership NHS Foundation Trust
Manchester Mental Health & Social Care Trust
Mersey Care NHS Trust
NAVIGO CIC
North Bristol NHS Trust
North Essex Partnership University NHS Foundation Trust
North Staffordshire Combined Healthcare NHS Trust
Northamptonshire Healthcare NHS Foundation Trust
Northern Health and Social Care Trust (Northern Ireland)
Northumberland, Tyne & Wear NHS Foundation Trust
Northumbria Healthcare Trust
Nottinghamshire Healthcare NHS Foundation Trust
Oxford Health NHS Foundation Trust
Oxleas NHS Foundation Trust
Pennine Care NHS Foundation Trust
Rotherham Doncaster & South Humber NHS Trust
Sheffield Children's NHS Foundation Trust
Sheffield Health and Social Care NHS Foundation Trust
Shropshire Community Health NHS Trust
SLAM NHS Foundation Trust
Solent NHS Trust
Somerset Partnership NHS Foundation Trust
South East Health & Social Care Trust (Northern Ireland)
South Essex Partnership NHS Foundation Trust
South Staffordshire and Shropshire Healthcare NHS Foundation Trust
South West London & St Georges Mental Health NHS Trust
South West Yorkshire Partnership NHS Foundation Trust
Southern Health & Social Care Trust (Northern Ireland)
Southern Health NHS Foundation Trust
Surrey and Borders Partnership NHS Foundation Trust
Sussex Partnership NHS Trust
Tees, Esk and Wear Valleys NHS Foundation Trust
West London Mental Health NHS Trust
Western Health & Social Care Trust (Northern Ireland)
Worcestershire Health and Care NHS Trust