



CENSUS 2017

Workforce figures for consultant and
specialty doctor psychiatrists

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EXECUTIVE SUMMARY

INTRODUCTION

The aim of this report is to provide information about workforce and staffing for consultant and specialty doctor psychiatrists across the UK for both NHS organisations 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.

METHODOLOGY

The census is conducted by the Training and Workforce Unit of the Royal College of Psychiatrists and is typically conducted biennially. For the first time, this census report includes data from NHS boards in Scotland, and the College welcomes the addition of this information and the positive engagement from the Scottish health boards. The collection of the data took place between April and September 2017, and the College would like to thank all the NHS organisations and independent providers who provided workforce information. The questions forming the census are provided in the appendices of this report.

A total of 79 out of 100 (79%) NHS organisations and 16 independent healthcare providers returned data. A list of NHS organisations returning census data is provided in Appendix III. The data was processed by the College's Professional Standards Department.

REPORT STRUCTURE

The census is divided into the following five sections:

Sections 1 and 2: consultant and specialty doctor posts

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

Section 3: consultant retirements

- Retirement figures for 2016 and 2017 by gender:
 - Number of posts

- Average number of PAs
- Number of these consultants re-employed part time

Section 4: 2013-2017 census data comparison

- This section reports on trends observed between the census reports for 2013, 2015 and 2017

Section 5: appendices

- Census questionnaire forms and a list of NHS organisations returning data

RESULTS OVERVIEW

- **Consultants:** the total reported number of filled consultant is 5395, staffed by 57.2% and 42.8% male and female psychiatrists respectively, compared to 57.1% and 42.9% (M/F) in 2015 and 60.2% and 39.8% (M/F) in 2013. Respondents reported 537 vacant or unfilled consultant posts (full time and part time posts), compared to 349 in 2015 and 232 in 2013, and this is clearly a major concern for employers, along with the College.
- **Specialty doctors:** 1673 filled posts were reported overall, staffed by 48.1% male and 51.9% female psychiatrists respectively. This compares to 46.6% and 53.4% (M/F) reported in 2015. In addition, there were 236 vacant or unfilled posts, up from 193 reported in 2015.
- **Consultant retirements:** during 2016 and 2017 there were 187 consultant retirements of which 61.3% and 38.7% were male and female respectively. This compares to 256 consultant retirements reported for the two year period covered by the last workforce census.

COMMENTARY

The College is pleased to report a 79% response rate to the 2017 workforce census from NHS organisations, compared to 89% in 2015, 81% in 2013 and 79% in 2011. This figure shows the importance of continuing to gather robust, credible workforce data at a time when mental health is in the spotlight and the College and others are striving for increased capacity in the workforce. We will continue to work with independent sector colleagues and HEE to improve the returns from this sector of the workforce.

Compared to the 2015 census the number of filled consultant posts reported by employers (excluding Scotland to get a direct comparison) has decreased by 101, though it should be noted that the 2017 census has a lower return rate. This is despite the well-recognised increased demand for mental health services and the reported workforce provision is unlikely to be sufficient to meet the mental health needs of the patient population requiring psychiatric input. The growth rate in the consultant psychiatry workforce has been significantly lower than the growth rate in the wider consultant medical workforce. Improving recruitment and retention is a key focus for the College, Health Education England (HEE), NHS England and

NHS Employers, as documented in *Stepping Forward to 2020/21: Mental Health Workforce Plan for England*.¹

There was another significant increase in the reported number of vacant and unfilled consultant posts across the UK to the current level of 537. The overall reported vacancy rate at consultant level is 9%, up from 7% in 2015 and 5% in 2013. The number of vacant consultant posts across England more than doubled from 220 in 2013 to 452 in 2017, which has resulted in 10% of all consultant psychiatrist roles being unfilled. There are striking variations in the levels of consultant vacancies in the rest of the UK, ranging from 2% in Northern Ireland, to 6.3% in Scotland and 9.1% in Wales. This increase in vacant consultant posts is indicative of the ongoing recruitment challenges in mental health and is likely to put a strain on staff currently in post. It is noteworthy that employers 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 and addressed.

Challenges around the recruitment of permanent staff are also underlined by the increasing reliance upon locum consultants. The number of full time locums working in psychiatry reported by NHS organisations across England has risen by 60% in just four years (an increase from 217 to 348 between 2013 and 2017).

The number of reported specialty doctor vacancies has risen since 2015 (10%) to 12% in 2017. We have also seen a marked increase in the percentage of reported locum specialty doctor posts from 8.8% of the specialty doctor workforce (2013) to 15.9% (2015) and 17.9% in 2017, which in itself is a worrying trend. These changes are likely to reflect the particularly challenging recruitment difficulties within the specialty doctor workforce. NHS employers are struggling to fill the posts and 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 continue to monitor the changes in the specialty doctor workforce closely. The mental health workforce plan for England highlights that specialty doctors are a vital and valued part of the specialist medical workforce. The College intends to work with key stakeholders to improve recruitment and retention of this group of doctors.

The majority of the vacancies occur in the three largest specialties, general, child and adolescent, and old age psychiatry. The situation is particularly severe for consultant psychiatrists treating older people, where the vacancy rate for consultants has doubled from 6.0% in 2013 (42 out of 709) to 12.0% in 2017 (83 out of 693). An area of similar concern is children and young people psychiatry, where the consultant vacancy rate has almost doubled from 6.2% in 2013 (40.7 out of 658.4) to 12.0% in 2017 (86 out of 717). More than a third of consultant

¹ <https://www.hee.nhs.uk/our-work/person-centred-care/mental-health/mental-health-workforce-plan>

vacancies reported in the census are found within old age and child and adolescent psychiatry.

The number of consultant retirements over the two year period covered by this census is 187, lower than the 256 reported in the last census in 2015. This does not appear to reflect any 'cliff edge' of retirements in relation to MHO status and the much anticipated increase in retirement numbers as a result of pension changes has not been evidenced thus far. The percentage of retired doctors being re-employed on a part time basis is welcome and aligns with the need to retain senior doctors within the NHS. This is an area in which the College will continue to gather intelligence and we will work with Health Education England 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 NHS organisations, to colleagues in the independent sector, and to Julian Ryder for his management of the 2017 workforce census. Thanks are also due to medical directors and human resources teams for the time they have given to this task.

Dr Aideen O'Halloran

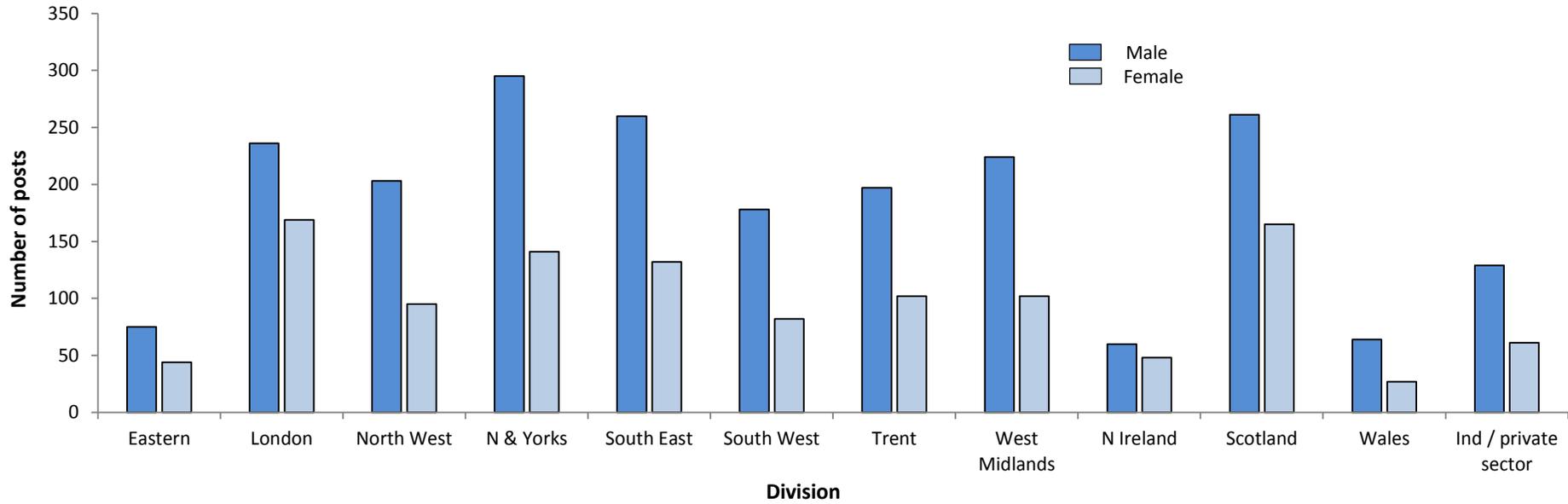
Workforce Lead, Royal College of Psychiatrists

SECTION ONE: CONSULTANT POSTS

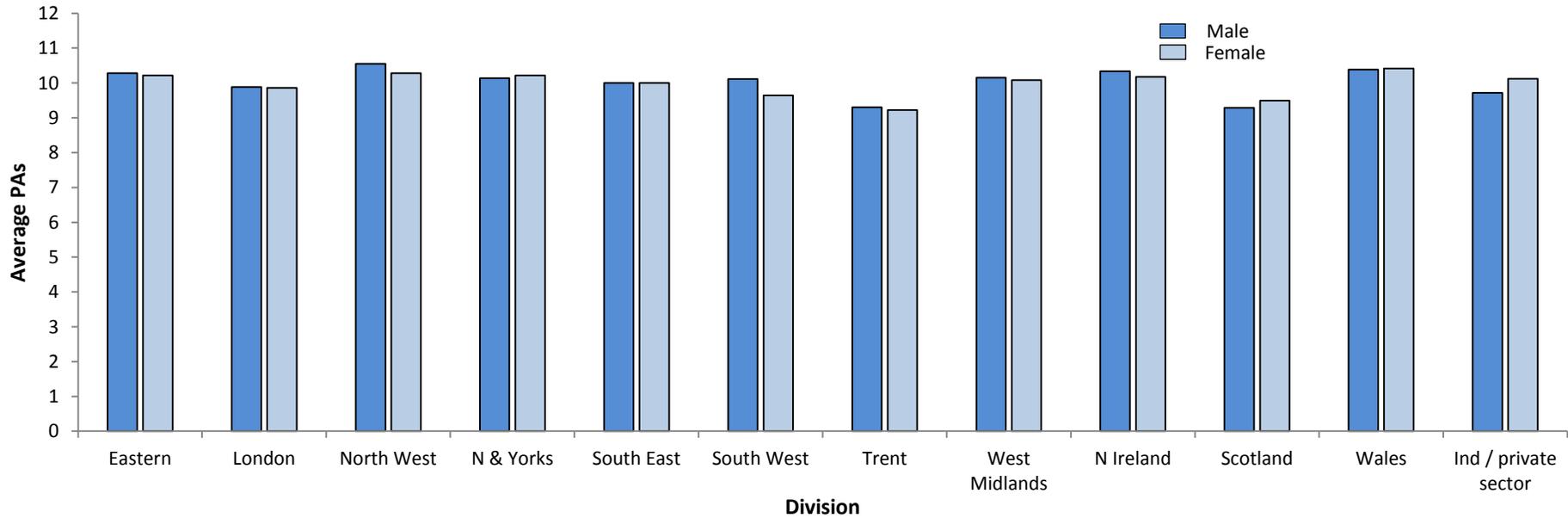
CONSULTANTS

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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
Division	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	75	44	119	10.3	10.2	10.2	9	8	17	5.9	5.2	5.5	15	6	21	6	4	10	26	7	33
NHS London	236	169	405	9.9	9.9	9.9	50	97	147	7.2	6.5	6.8	36	31	67	11	19	30	39	5	44
NHS North West	203	95	298	10.5	10.3	10.4	34	56	90	6.3	6.8	6.6	28	6	34	9	4	13	32	13	45
NHS Northern & Yorkshire	295	141	436	10.1	10.2	10.2	61	128	189	6.2	7.0	6.6	25	9	34	18	8	26	79	23	102
NHS South Eastern	260	132	392	10.0	10.0	10.0	55	145	200	6.2	6.5	6.4	53	23	76	25	13	38	76	11	87
NHS South West	178	82	260	10.1	9.6	9.6	45	70	115	5.7	7.1	6.3	12	6	18	12	12	24	28	10	38
NHS Trent	197	102	299	9.3	9.2	9.3	55	91	146	4.9	5.4	5.1	38	30	68	21	9	30	48	8	56
NHS West Midlands	224	102	326	10.2	10.1	10.1	34	75	109	7.3	6.8	7.0	22	8	30	13	4	17	39	9	48
Total Posts (England)	1668	867	2535	-	-	-	343	670	1013	-	-	-	229	119	348	115	73	188	366	86	452
NHS Northern Ireland	60	48	108	10.3	10.2	10.3	10	54	64	5.1	6.7	6.2	7	12	19	6	4	10	2	2	4
NHS Scotland	261	165	426	9.3	9.5	9.4	72	129	201	4.7	6.0	5.4	26	7	33	32	11	43	38	9	47
NHS Wales	64	27	91	10.4	10.4	10.4	7	16	23	5.2	6.1	6.0	18	5	23	3		3	12	2	14
Independent	129	61	190	9.7	10.1	9.7	25	34	59	4.9	5.9	5.3	5	2	7	8	3	11	15	5	20
Total Average All	2182	1168	3350	9.9	9.9	9.9	457	903	1360	5.7	6.4	6.0	285	145	430	164	91	255	433	104	537

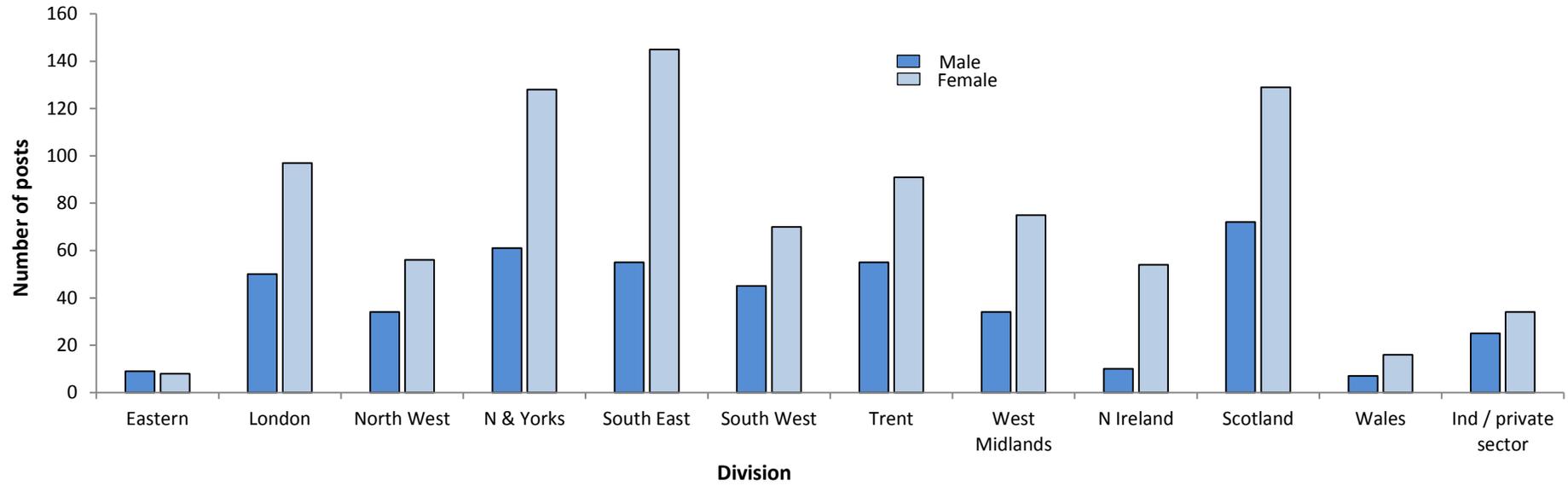
CONSULTANTS: Substantive full time posts number of posts



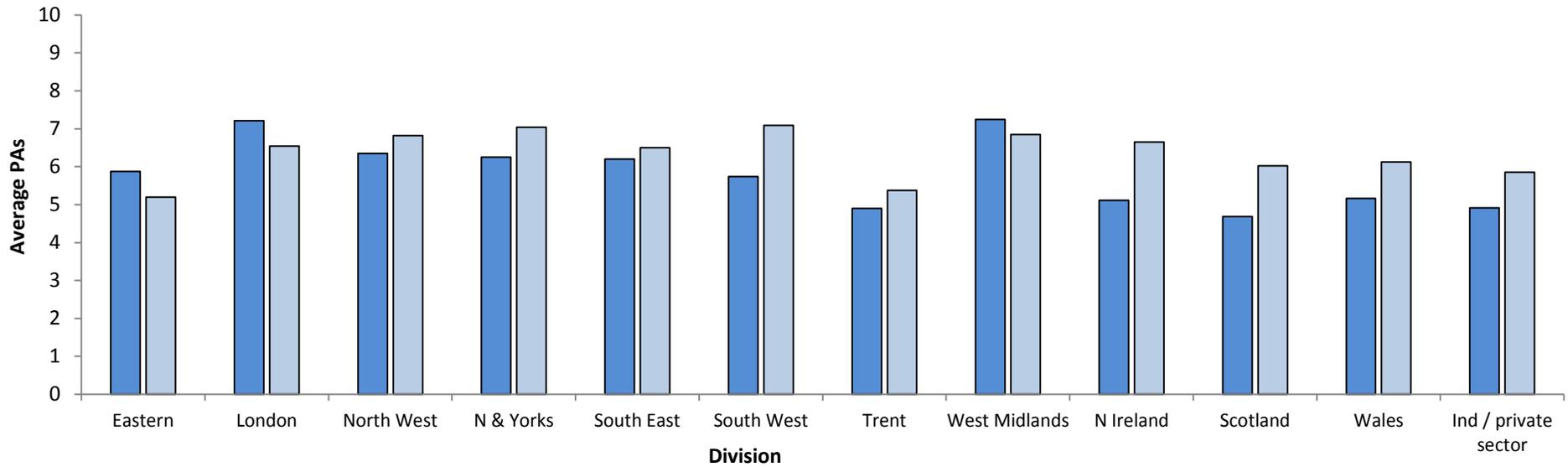
CONSULTANTS: Substantive full time posts average number of paid PAs



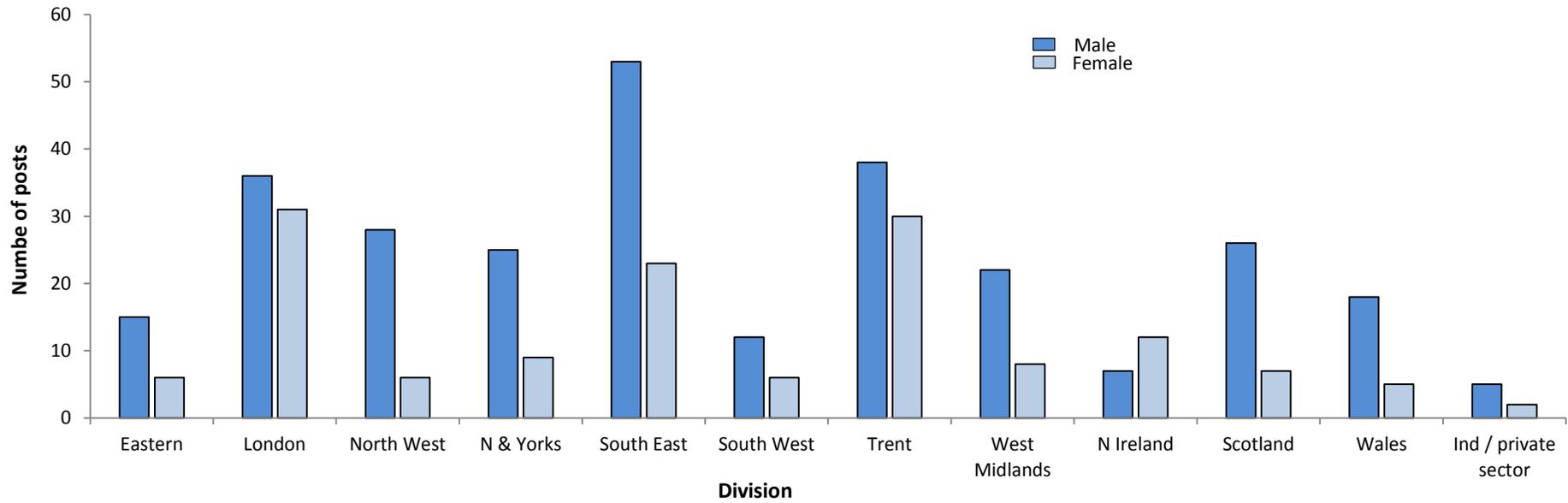
CONSULTANTS: Substantive part time posts number of posts



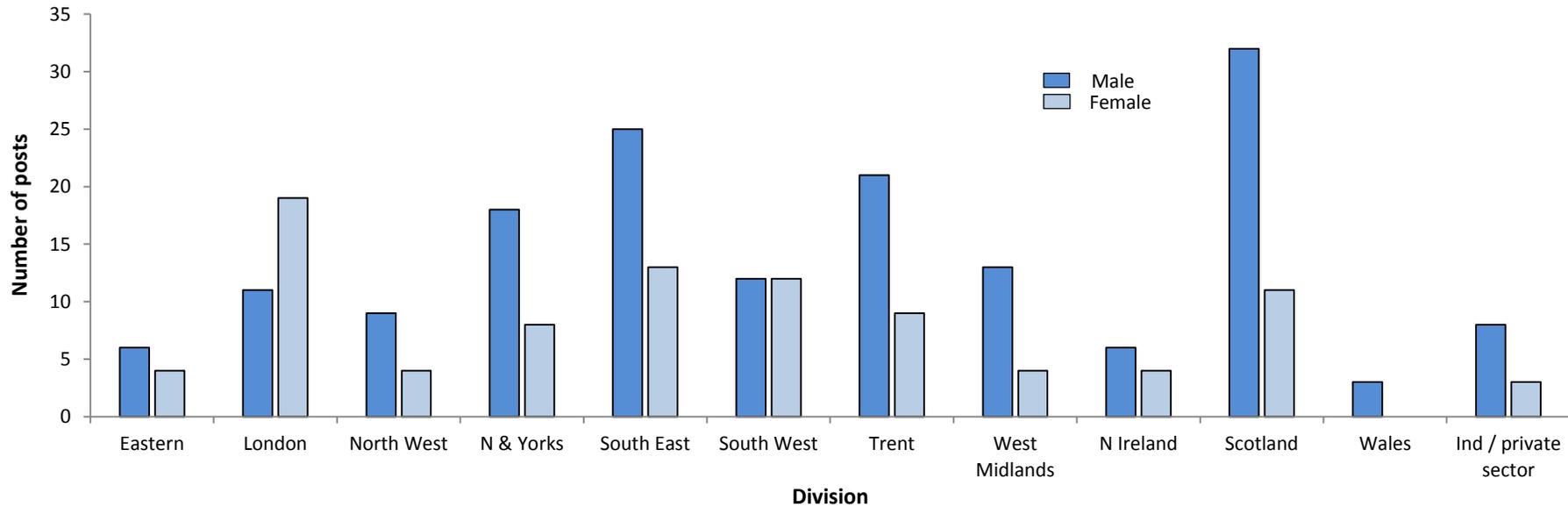
CONSULTANTS: Substantive part time posts average number of paid PAs



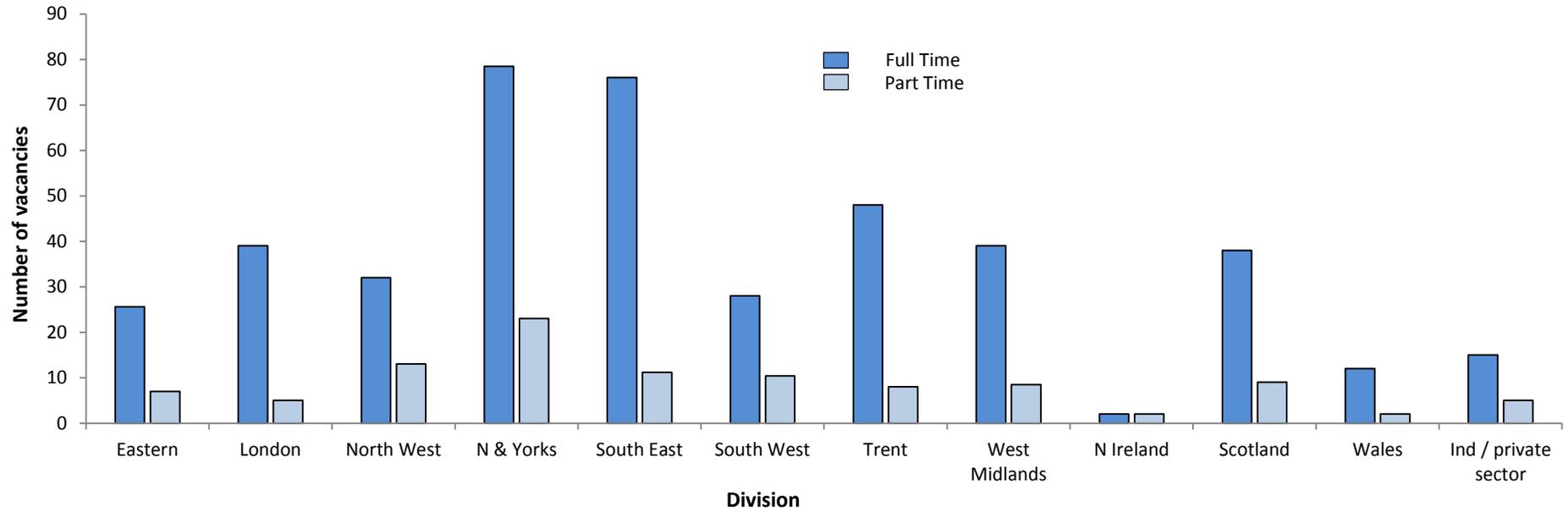
CONSULTANTS: Locum posts full time



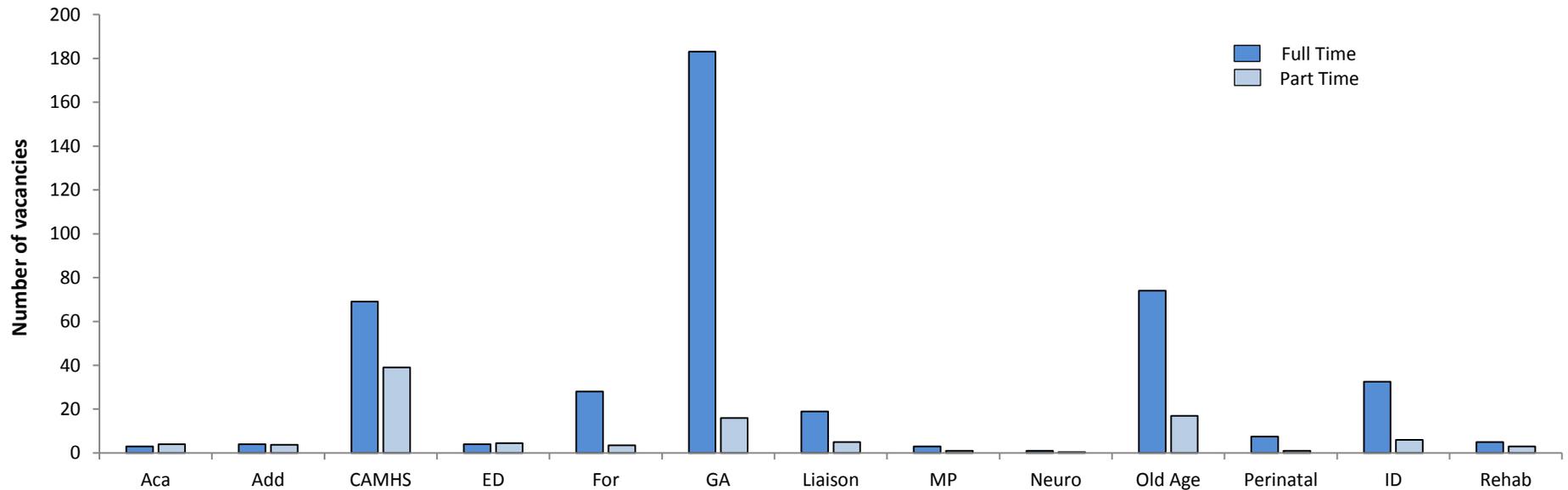
CONSULTANTS: Locum posts part time



CONSULTANTS: Vacant or unfilled posts by region



CONSULTANTS: Vacant or unfilled posts by specialty



CONSULTANTS

Academic 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	3	4	1.0	4.0	2.5	1		1	6.0		6.0										
NHS North West	3		3	10.0		10.0	1	1	2	5.0	5.0	5.0				3	1	4	1	3	4	
NHS Northern & Yorkshire	3		3	9.0		9.0	8	1	9	5.0	8.0	5.2				1	1	2		1	1	
NHS South Eastern							1		1	1.0		1.0										
NHS South West	1		1	10.0		10.0																
NHS Trent	2	2	4	7.0	7.5	7.3	8	3	11	5.5	6.0	5.8	2		2	1	1	2	2		2	
NHS West Midlands	2		2	10.0		10.0	3		3	5.0		5.0										
Total Posts (England)	12	5	17	-	-	-	22	5	27	-	-	-	2		2	5	3	8	3	4	7	
NHS Northern Ireland							2		2	4.0		4.0										
NHS Scotland	4		4	7.0		7.0	5	1	6	3.3	3.0	4.0				1		1				
NHS Wales	1		1	10.0		10.0	1		1	2.0		2.0										
Independent								1	1		4.0	4.0										
Total Average All	17	5	22	7.9	4.8	7.7	30	7	37	4.2	4.8	4.4	2		2	6	3	9	3	4	7	

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		1	1		10.0	10.0															
NHS London	4	3	7	10.0	10.0	10.0		1	1		5.0	5.0								1	1
NHS North West	4	2	6	11.0	10.0	10.7	1	1	2	9.0	8.0	8.5							1	1	2
NHS Northern & Yorkshire	2	5	7	10.5	10.3	10.2	1	2	3	4.0	6.0	5.3							1		1
NHS South Eastern	1	1	2	10.0	10.0	10.0		1	1		6.0	6.0				3		3		1	1
NHS South West	3		3	10.0		10.0	2		2	5.0		5.0				1		1			
NHS Trent	4	1	5	10.7	12.0	11.0	2	2	4	6.5	4.5	5.5									
NHS West Midlands	4	4	8	10.0	10.0	10.0	2	4	6	7.0	6.0	6.3	1		1	8	1	9			
Total Posts (England)	22	17	39	-	-	-	8	11	19	-	-	-	1		1	12	1	13	2	3	5
NHS Northern Ireland	2	4	6	10.0	10.0	10.0											1	1			
NHS Scotland	23	8	31	9.4	10.5	9.5	3	1	4	8.3	7.0	8.0	1		1					1	1
NHS Wales	3	2	5	10.0	10.0	10.0	1		1	7.0		7.0	1		1				1		1
Independent							1		1	2.0		2.0	1	2	3				1		1
Total Average All	50	31	81	10.0	10.3	10.0	13	12	25	6.5	5.9	6.1	4	2	6	12	2	14	4	4	8

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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	5	4	9	10.5	10.0	10.5	2	3	5	8.0	7.0	7.5	1	1	2	1		1	3	3	6
NHS London	23	35	58	10.0	10.2	10.1	6	19	25	6.0	7.0	7.1	7	15	22	7	4	11	9	3	12
NHS North West	24	22	46	10.4	10.3	10.4	1	14	15	5.0	6.7	6.5	1		1	-			2	6	8
NHS Northern & Yorkshire	27	20	47	10.0	10.0	10.0	11	38	49	6.3	7.9	7.3	2	1	3	5	2	7	10	6	16
NHS South Eastern	32	30	62	10.0	10.0	10.0	12	36	48	8.0	6.8	7.5	5	4	9	4	4	8	5	4	9
NHS South West	7	9	16	10.0	9.7	9.5	3	21	24	8.5	7.4	7.5	4		4	1	3	4	3	7	10
NHS Trent	11	22	33	8.7	9.0	9.0	8	25	33	4.8	6.3	5.8	8	12	20	2	2	4	11	5	16
NHS West Midlands	17	27	44	10.1	9.9	10.0	1	13	14	9.0	7.0	7.3	4	1	5		2	2	8	1	9
Total Posts (England)	146	169	315	-	-	-	44	169	213	-	-	-	32	34	66	20	17	37	51	35	86
NHS Northern Ireland	7	4	11	10.5	10.0	10.1		21	21		6.4	6.4	1	1	2	1	1	2	1		1
NHS Scotland	17	29	46	10.3	9.7	9.7	2	32	34	7.5	7.1	7.3	3		3	-	2	2	6	2	8
NHS Wales	14	7	21	10.0	10.0	10.0	2	5	7	7.0	8.0	7.5	2	2	4				6		6
Independent	16	16	32	10.0	10.2	10.1	4	5	9	4.7	5.7	5.0	2		2	4	1	5	5	2	7
Total Average All	200	225	425	10.0	9.8	9.9	52	232	284	6.4	6.9	6.8	40	37	77	25	21	46	69	39	108

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	6.0		6.0					1	1			
NHS London	1		1	10.0		10.0		4	4		8.0	8.0									
NHS North West																			2	1	3
NHS Northern & Yorkshire	2		2	10.0		10.0	1	2	3	9.0	7.5	8.0					1	1	2		2
NHS South Eastern	2	1	3	10.0	10.0	10.0	1	5	6	5.0	7.0	6.3					1	1		1	1
NHS South West	2	4	6	9.5	10.0	9.9															
NHS Trent	1	1	2	10.0	10.0	10.0		4	4	1.0	4.8	4.8					1	1			
NHS West Midlands	4		4	10.0		10.0		1	1		6.0	6.0		1	1	1		1		1	1
Total Posts (England)	12	6	18	-	-	-	3	16	19	-	-	-		1	1	1	4	5	4	3	7
NHS Northern Ireland	1		1	10.0		10.0		1	1		8.0	8.0									
NHS Scotland	1	1	2	5.5	11.0	7.3	4	6	10	4.0	4.4	3.9								2	2
NHS Wales								1	1												
Independent							2	4	6	6.0	6.0	6.0									
Total Average All	14	7	21	9.3	10.1	9.6	9	28	37	4.8	5.9	5.6		1	1	1	4	5	4	5	9

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	9	3	12	10.5	10.0	10.5							2		2	1		1	2	1	3
NHS London	42	25	67	10.0	10.0	10.0	12	13	25	7.0	6.8	6.9	5	1	6		2	2	2		2
NHS North West	27	11	38	10.3	10.5	10.4	5	7	12	6.3	7.0	6.7	1		1	1	1	2	2		2
NHS Northern & Yorkshire	39	16	55	10.1	10.0	10.1	4	3	7	5.0	7.3	6.7							3		3
NHS South Eastern	30	7	37	10.0	10.0	10.0	4	8	12	6.3	6.7	6.4				1		1	9	2	11
NHS South West	12	9	21	10.0	10.7	10.4		4	4			8.0	8.0								
NHS Trent	30	13	43	10.3	10.0	10.1	3	10	13	4.5	3.5	3.5	4		4	2		2	2		2
NHS West Midlands	17	6	23	10.0	10.0	10.0	1	1	2	5.0	8.0	6.5	1		1						
Total Posts (England)	206	90	296	-	-	-	29	46	75	-	-	-	13	1	14	5	3	8	20	3	23
NHS Northern Ireland	4	1	5	11.0	10.0	10.7	1	3	4	5.0	5.0	5.0									
NHS Scotland	26	16	42	10.8	10.7	10.7	11	5	16	4.3	7.0	5.1	1		1	12		12	4		4
NHS Wales	2	3	5	11.0	11.0	11.0		1	1				1		1	1		1	1	1	2
Independent	44	24	68	10.0	10.0	10.0	9	10	19	6.0	6.0	6.0				1	1	2	3		3
Total Average All	282	134	416	10.3	10.3	10.3	50	65	115	5.5	6.4	5.9	15	1	16	19	4	23	28	4	32

CONSULTANTS

General 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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	35	16	51	10.3	10.3	10.3	3	1	4	6.0	4.0	5.0	8	2	10	1	1	2	13	1	14
NHS London	107	63	170	10.0	10.0	10.0	21	26	47	7.8	6.6	7.2	17	9	26	2	3	5	20		20
NHS North West	85	38	123	10.5	10.3	10.4	13	22	35	5.9	7.1	6.5	22	5	27	2	1	3	17		17
NHS Northern & Yorkshire	131	53	184	10.3	10.1	10.2	15	40	55	6.0	6.7	6.5	15	3	18	5	2	7	33	6	39
NHS South Eastern	114	57	171	10.0	10.0	10.0	21	39	60	6.0	6.2	6.3	36	12	48	9	5	14	30	2	32
NHS South West	97	27	124	10.0	10.0	10.0	18	22	40	5.5	7.0	5.8	3	4	7	7	4	11	12		12
NHS Trent	93	32	125	9.9	10.5	9.9	20	24	44	5.2	4.7	4.9	15	15	30	10	2	12	13	1	14
NHS West Midlands	122	41	163	10.3	10.3	10.3	15	31	46	6.3	6.5	6.5	12	3	15				18	2	20
Total Posts (England)	784	327	1111	-	-	-	126	205	331	-	-	-	128	53	181	36	18	54	156	12	168
NHS Northern Ireland	28	21	49	10.4	10.6	10.5	2	10	12	5.5	7.0	6.8	1	11	12	2	1	3	1		1
NHS Scotland	96	56	152	9.5	9.3	9.4	25	47	72	4.8	5.9	5.5	15	4	19	15	2	17	19		19
NHS Wales	34	7	41	10.7	11.0	10.7	1	1	2	7.0	6.0	6.5	9	2	11	1		1	2	1	3
Independent	19	4	23	9.2	9.0	9.0	4	7	11	3.5	5.5	4.5				1		1	5	3	8
Total Average All	961	415	1376	10.0	10.0	10.0	158	270	428	5.6	6.2	6.0	153	70	223	55	21	76	183	16	199

CONSULTANTS

Intellectual Disability 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					
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total			
NHS Eastern	9	6	15	10.5	10.0	10.5	2	1	3	3.0	8.0	5.5	2	1	3							5		5
NHS London	8	2	10	10.0	10.0	10.0		4	4		5.0	5.0		1	1									
NHS North West	9	5	14	10.5	10.3	10.3	2	4	6	6.0	6.0	6.0	1		1							1		1
NHS Northern & Yorkshire	14	7	21	10.0	10.5	10.3	6	6	12	7.0	8.0	7.3	3	1	4	1		1				9	2	11
NHS South Eastern	18	5	23	10.0	10.0	10.0	3	9	12	6.5	7.4	7.3		1	1	2		2				3	1	4
NHS South West	15	6	21	10.3	10.0	10.2	1	6	7	5.0	6.7	6.3	2	1	3	1	2	3				4		4
NHS Trent	11	3	14	8.8	7.3	9.1	4	6	10	7.5	5.3	5.7	2	1	3	1		1				4	1	5
NHS West Midlands	17	8	25	10.3	10.3	10.3	5	5	10	8.0	7.0	7.4	1		1	2		2				2	1	3
Total Posts (England)	101	42	143				23	41	64				11	6	17	7	2	9				28	5	33
NHS Northern Ireland	4	5	9	10.7	10.0	10.3		4	4		7.0	7.0	1		1									
NHS Scotland	17	10	27	10.6	10.5	10.7	6	7	13	3.3	8.0	4.8	1	2	3							4	1	5
NHS Wales	2	3	5	10.0	10.0	10.0		2	2		7.0	7.0												
Independent	24	6	30	10.2	10.3	10.2	3	1	4	5.5	8.0	6.3	2		2	2	1	3				1		1
Total Average All	148	66	214	10.2	10.0	10.2	32	55	87	6.0	6.8	6.3	15	8	23	9	3	12				33	6	39

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	4	4	8	10.0	10.0	10.0		1	1		8.0	8.0	1	2	3	2	1	3		1	1
NHS London	7	6	13	11.0	10.0	10.7	2	5	7		5.0	5.0	1		1				2		2
NHS North West	6		6	10.5		10.5	1	1	2	6.0	5.0	5.5									
NHS Northern & Yorkshire	12	8	20	10.7	10.0	10.5	2	9	11	8.0	7.6	7.7		1	1		1	1	3	1	4
NHS South Eastern	7	9	16	10.0	10.0	10.0	4	2	6	6.3	4.5	5.6		1	1	1		1	8	1	9
NHS South West	5	4	9	10.7	10.0	10.7	6	3	9	6.7	6.7	6.5				1		1			
NHS Trent	4	2	6	7.7	10.5	8.1	2		2	7.0		7.0	2		2	1		1	4		4
NHS West Midlands	6	1	7	10.0	10.0	10.0	2	5	7	6.5	7.0	6.3		1	1				1	1	2
Total Posts (England)	51	34	85	-	-	-	19	26	45	-	-	-	4	5	9	5	2	7	18	4	22
NHS Northern Ireland	1	1	2	10.0	11.0	10.5	1	3	4	5.0	7.7	7.3								1	1
NHS Scotland	14	4	18	9.8	10.7	9.8	4	2	6	6.7	6.0	6.0							1		1
NHS Wales	2	1	3	11.0	11.0	11.0		3	3		5.5	5.5				1		1			
Independent																					
Total Average All	68	40	108	10.0	10.3	10.0	24	34	58	6.6	6.6	6.5	4	5	9	6	2	8	19	5	24

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	1	1	2	10.0	11.0	10.5	1	1	2	6.0	4.0	5.0				1		1			
NHS London	4	1	5	10.5	10.0	10.5		3	3		7.0	7.0				1		1			
NHS North West	2	1	3	10.5	10.0	10.3	3	2	5	7.8	8.5	8.3									
NHS Northern & Yorkshire	5	1	6	10.0	10.0	10.0	3	5	8	6.3	6.7	6.4									
NHS South Eastern	3		3	10.0		10.0	3	5	8	7.0	7.3	6.9									
NHS South West	2	2	4	10.0	10.0	10.0	1		1	6.0		6.0					1	1			
NHS Trent	3	1	4	10.0	10.0	10.0		3	3		4.5	4.5				1	1	2	1		1
NHS West Midlands	3		3	10.0		10.0		1	1		2.0	2.0								1	1
Total Posts (England)	23	7	30	-	-	-	11	20	31	-	-	-				3	2	5	2		2
NHS Northern Ireland	1	1	2	11.0	10.0	10.5	1	2	3	8.0	5.5	6.3									
NHS Scotland	5	5	10	7.3	8.5	8.3	7	2	9	6.5	7.0	6.5	1	1	2	1	1	2		1	1
NHS Wales							1		1	2.0		2.0								1	1
Independent																					
Total Average All	29	13	42	9.8	9.5	9.8	20	24	44	6.5	6.2	6.2	1	1	2	4	3	7	3	1	4

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	2	1	3	10.0	10.0	10.0	2	2	4	7.0	7.0	7.0	1	1	2		1	1			
NHS North West	1		1	11.0		11.0															
NHS Northern & Yorkshire	2	1	3	10.0	12.0	11.0		1	1		5.0	5.0							1		1
NHS South Eastern	2		2	10.0		10.0		1	1		7.0	7.0									
NHS South West		2	2		10.0	10.0	1		1	5.0		5.0	1		1						
NHS Trent							1		1	2.0		2.0									
NHS West Midlands	6		6	10.0		10.0		2	2		7.0	7.0				1		1			
Total Posts (England)	13	4	17	-	-	-	4	6	10	-	-	-	2	1	3	1	1	2	1		1
NHS Northern Ireland	1		1	10.0		10.0	1		1	2.0		2.0									
NHS Scotland	2		2	5.0		5.0															
NHS Wales																					
Independent	6	5	11	10.7	8.5	10.2		5	5		5.0	5.0									
Total Average All	22	9	31	9.4	8.2	9.5	5	11	16	3.2	5.1	4.5	2	1	3	1	1	2	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	10	8	18	10.5	10.5	10.5		1	1		5.0	5.0	1		1					1	1
NHS London	27	22	49	10.2	10.2	10.2	6	12	18	7.0	6.3	6.4	2	2	4	1	3	4	5	1	6
NHS North West	41	16	57	10.5	10.3	10.4	7	4	11	7.0	9.0	8.0	3	1	4	3	1	4	6	2	8
NHS Northern & Yorkshire	47	26	73	10.1	10.3	10.2	10	14	24	6.8	6.5	7.1	5	2	7	4		4	11	6	17
NHS South Eastern	50	20	70	10.0	10.0	10.0	6	31	37	6.0	6.8	6.5	12	5	17	4	2	6	20		20
NHS South West	33	16	49	10.0	10.2	10.1	11	9	20	4.8	7.3	5.7	2	1	3	1	2	3	9	2	11
NHS Trent	34	21	55	9.7	8.8	9.4	3	7	10	4.3	6.5	5.0	5	2	7	2	2	4	11		11
NHS West Midlands	21	14	35	10.0	10.0	10.0	3	5	8	6.5	6.0	6.5	3	2	5	1	1	2	7	2	9
Total Posts (England)	263	143	406	-	-	-	46	83	129	-	-	-	33	15	48	16	11	27	69	14	83
NHS Northern Ireland	10	7	17	10.2	10.3	10.2		5	5		8.0	8.0	3		3	1	1	2		1	1
NHS Scotland	50	28	78	10.1	10.1	9.6		19	19		7.8	7.8	3		3	3	6	9	4	2	6
NHS Wales	5	4	9	10.5	11.0	10.5							3	1	4				1		1
Independent		1	1		10.0	10.0															
Total Average All	328	183	511	10.1	10.0	10.0	46	107	153	6.0	7.1	6.7	42	16	58	20	18	38	74	17	91

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		1	1		10.0	10.0											1	1		3		3	
NHS London		5	5		10.0	10.0		2	2		8.0	8.0		1	1		2	2		1		1	
NHS North West																							
NHS Northern & Yorkshire	3	1	4	10.3	10.0	10.2		2	2		6.0	6.0								3		3	
NHS South Eastern		1	1		10.0	10.0		7	7		5.3	5.3				1	1	2		1		1	
NHS South West		3	3		10.0	10.0		1	4	5	8.0	5.3	6.0								1	1	
NHS Trent		3	3		10.3	10.3		2	2		4.0	4.0											
NHS West Midlands	1	1	2	10.0	10.0	10.0		1	4	5	6.0	7.0	6.7										
Total Posts (England)	4	15	19	-	-	-		2	21	23	-	-	-		1	1	1	4	5		8	1	9
NHS Northern Ireland		1	1		11.0	11.0		1	1		2.0	2.0											
NHS Scotland	2		2	5.5		5.5		5	1	6	3.7	4.0	4.0										
NHS Wales								1	1		4.0	4.0											
Independent																							
Total Average All	6	16	22	8.7	10.1	9.7		7	24	31	5.0	5.3	5.3		1	1	1	4	5		8	1	9

CONSULTANTS

Rehabilitation 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	10	3	13	10.3	10.0	10.3	6	6		6.0	6.0		3	1	4		4	4				
NHS North West	1		1	10.0		10.0																
NHS Northern & Yorkshire	8	3	11	10.3	10.3	10.3	5	5		5.7	5.7		1	1	2	1	3		3	1	4	
NHS South Eastern	1	1	2	10.0	10.0	10.0	1	1		8.0	8.0											
NHS South West	1		1	10.0		10.0	1	1	2	6.0	7.0	6.5										
NHS Trent	4	1	5	10.3	10.0	10.3	4	5	9	3.7	5.3	4.6				1		1		1	1	
NHS West Midlands	4		4	10.0		10.0	1	3	4	8.0	7.7	8.0								2	1	3
Total Posts (England)	31	8	39	-	-	-	6	21	27	-	-	-	3	2	5	3	5	8	5	3	8	
NHS Northern Ireland	1	3	4	10.0	10.0	10.0	2	4	6	5.0	7.0	5.8	1		1	2		2				
NHS Scotland	4	8	12	10.2	10.0	10.0		6	6		7.5	7.5	1		1							
NHS Wales	1		1				1	2	3	6.0		6.0	2		2							
Independent	6	11	17	61.0	70.0	100.0	3	12	15	16.0	44.0	53.5	4		4	2		2				
Total Average All	20	5	25	10.0	10.5	10.2	2	1	3	4.0	8.0	5.0	0	0	0	0	0	0	0	0	0	

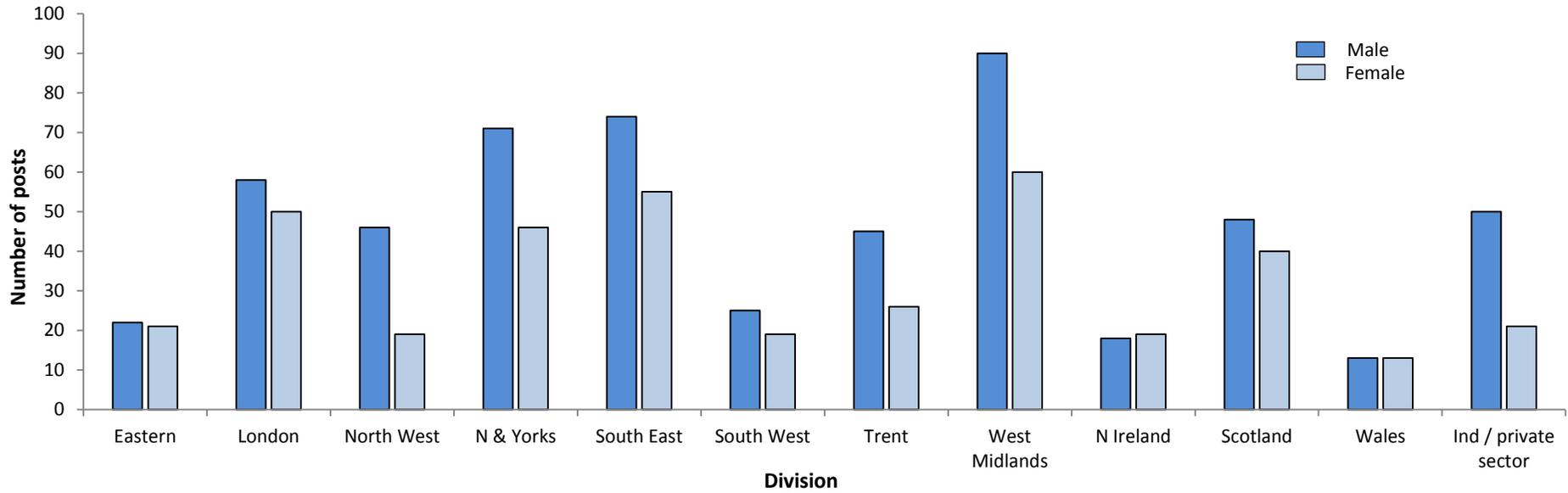
SECTION TWO: SPECIALTY DOCTOR POSTS

SPECIALTY DOCTORS

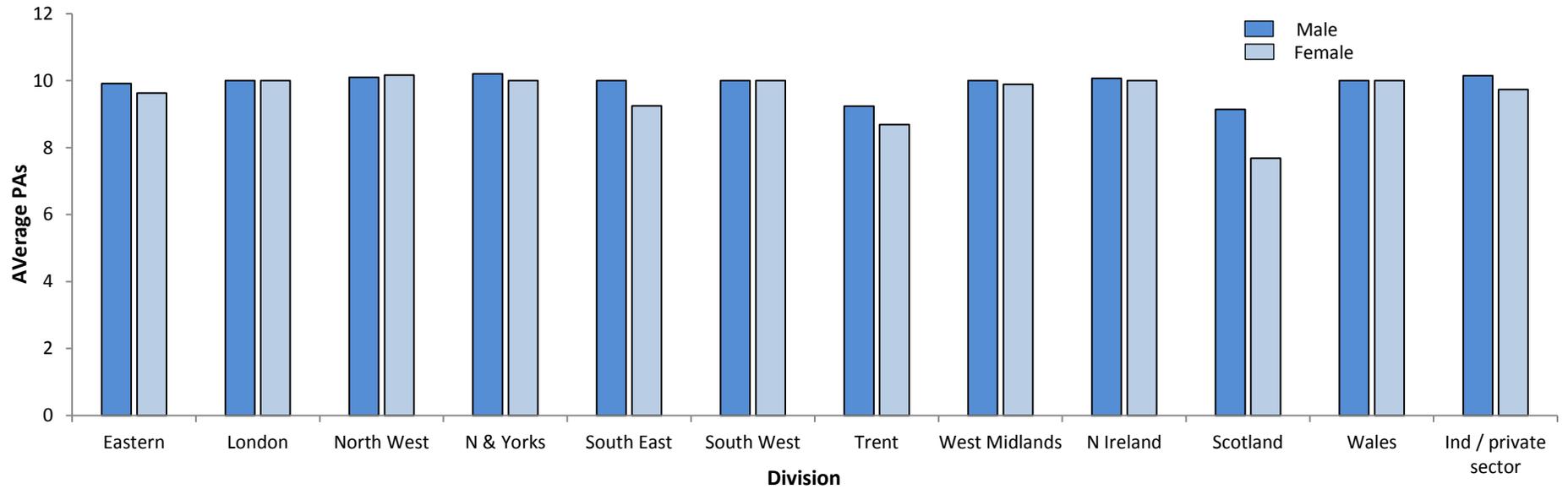
OVERALL

Division	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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	22	21	43	9.9	9.6	9.8	1	6	7	4.5	6.9	6.8	7	3	10	1		1	13	1	14
NHS London	58	50	108	10.0	10.0	10.0	4	16	20	4.7	6.9	6.3	15	13	28		8	8	23	5	28
NHS North West	46	19	65	10.1	10.2	10.1	3	11	14	5.7	6.9	6.6	8	2	10	4	3	7	13	5	18
NHS Northern & Yorkshire	71	46	117	10.2	10.0	10.2	5	41	46	6.4	6.1	6.2	27	3	30	2	3	5	33	7	40
NHS South Eastern	74	55	129	10.0	9.3	9.6	14	57	71	6.0	6.0	5.9	18	8	26	1	3	4	18	3	21
NHS South West	25	19	44	10.0	10.0	10.0	10	63	73	5.3	6.2	5.8	7	1	8	1	3	4	10	1	11
NHS Trent	45	26	71	9.2	8.7	9.0	8	25	33	3.5	5.6	5.1	19	7	26	3	14	17	23	3	26
NHS West Midlands	90	60	150	10.0	9.9	10.0	7	33	40	5.5	6.0	5.7	16	2	18		6	6	21	11	32
Total Posts (England)	431	296	727				52	252	303				117	39	156	12	40	52	154	36	189
NHS Northern Ireland	18	19	37	10.1	10.0	10.0	1	17	18	9.0	6.8	7.1	6	13	19		2	2	2		2
NHS Scotland	48	40	88	9.1	7.7	7.7	17	73	90	4.5	5.9	5.3	11	12	23	4	5	9	9	11	20
NHS Wales	13	13	26	10.0	10.0	10.0		7	7		6.0	6.0	8	4	12				7		7
Independent	50	21	71	10.2	9.7	10.0	2	4	6	7.5	4.5	6.0	10	7	17	6	4	10	7	11	18
Total Average All	560	389	949	9.8	9.4	9.5	72	353	424	5.3	6.1	5.9	152	75	227	22	51	73	179	58	236

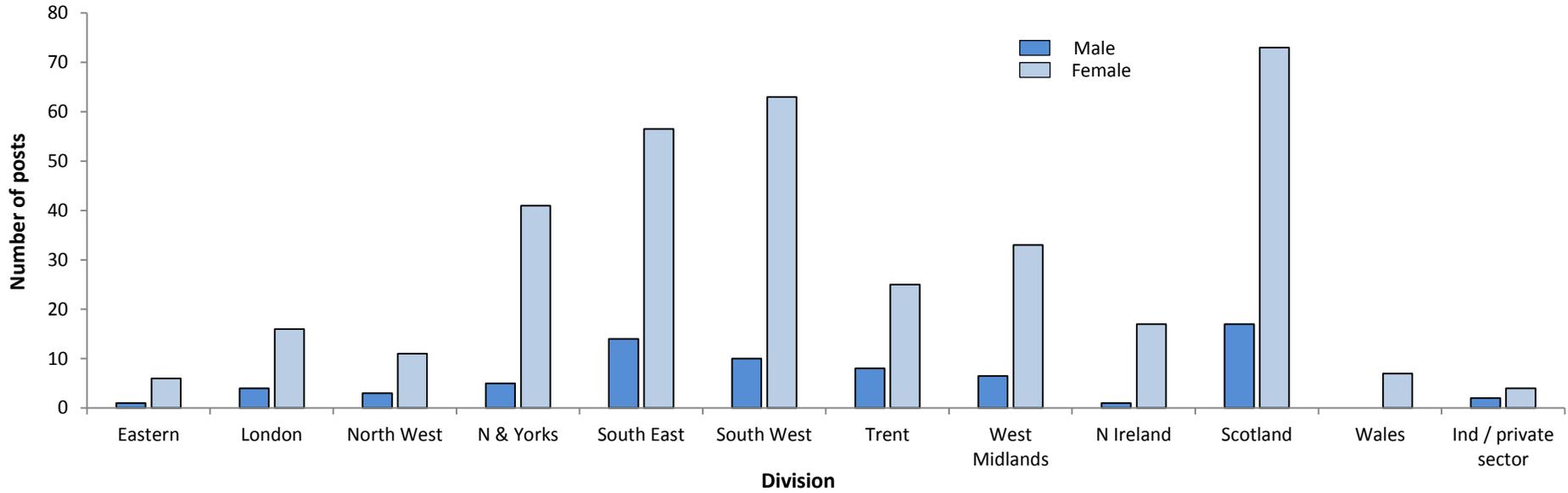
SASG: Substantive full time posts number of posts



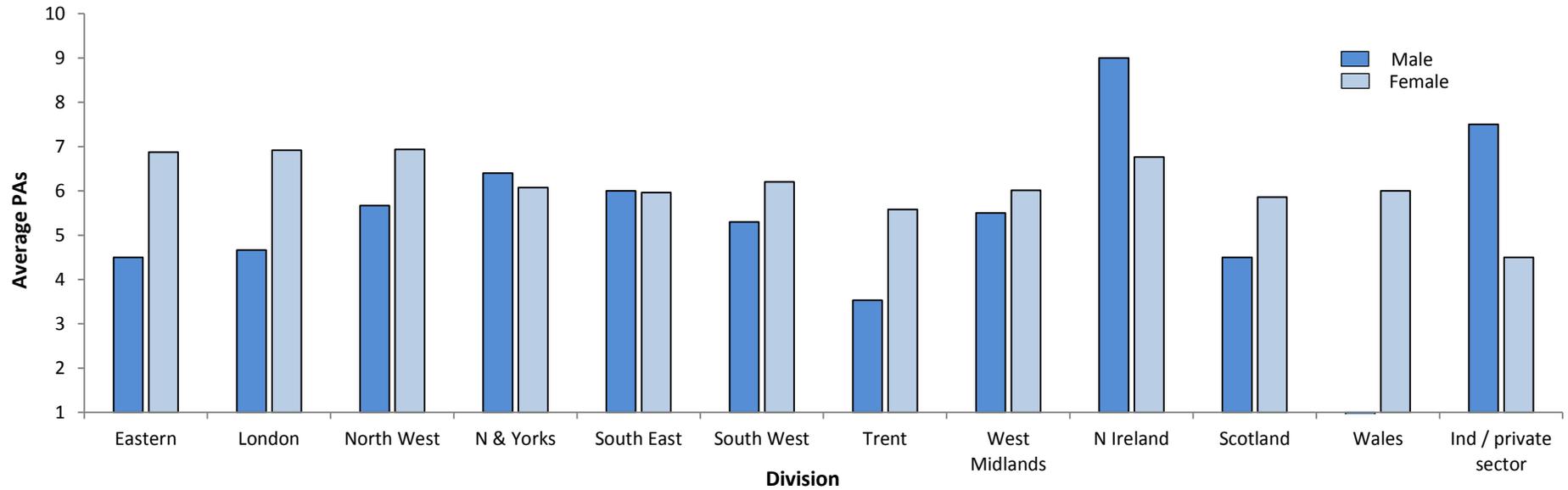
SASG: Substantive full time posts average number of paid PAs



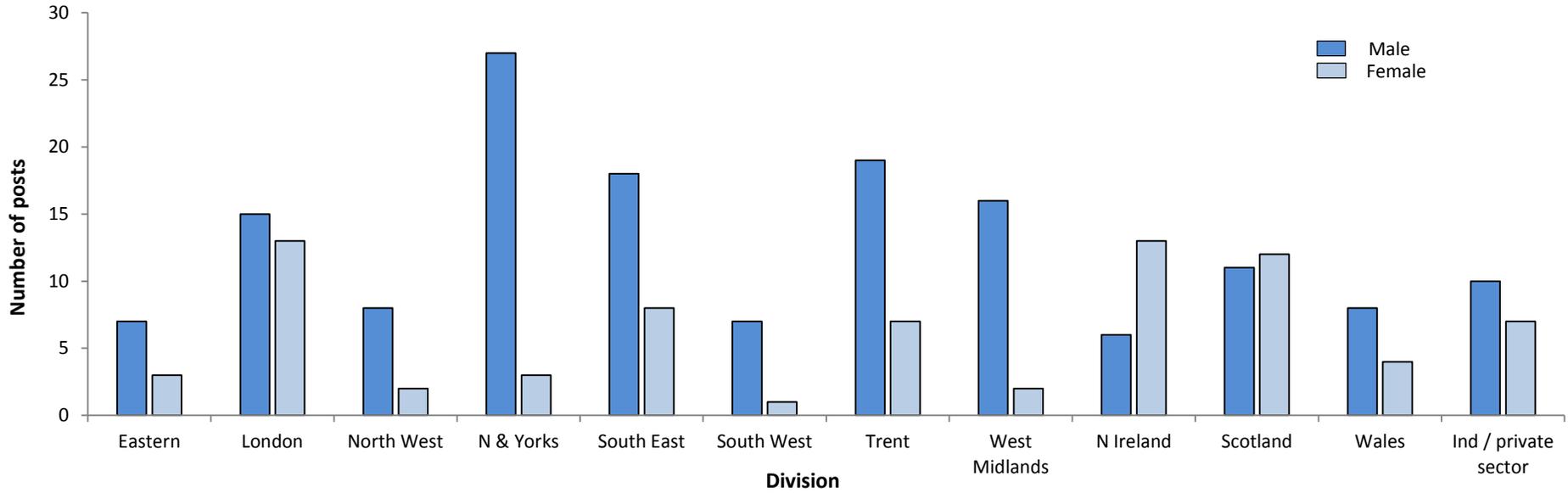
SASG: Substantive part time posts number of posts



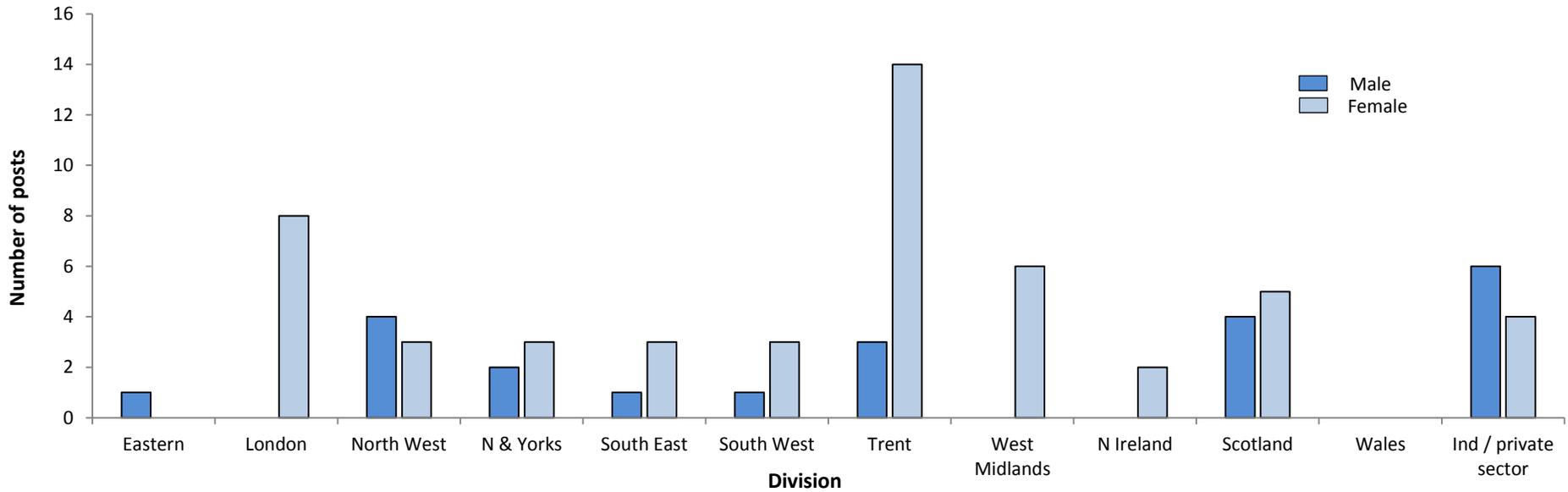
SASG: Substantive part time posts average number of paid PAs



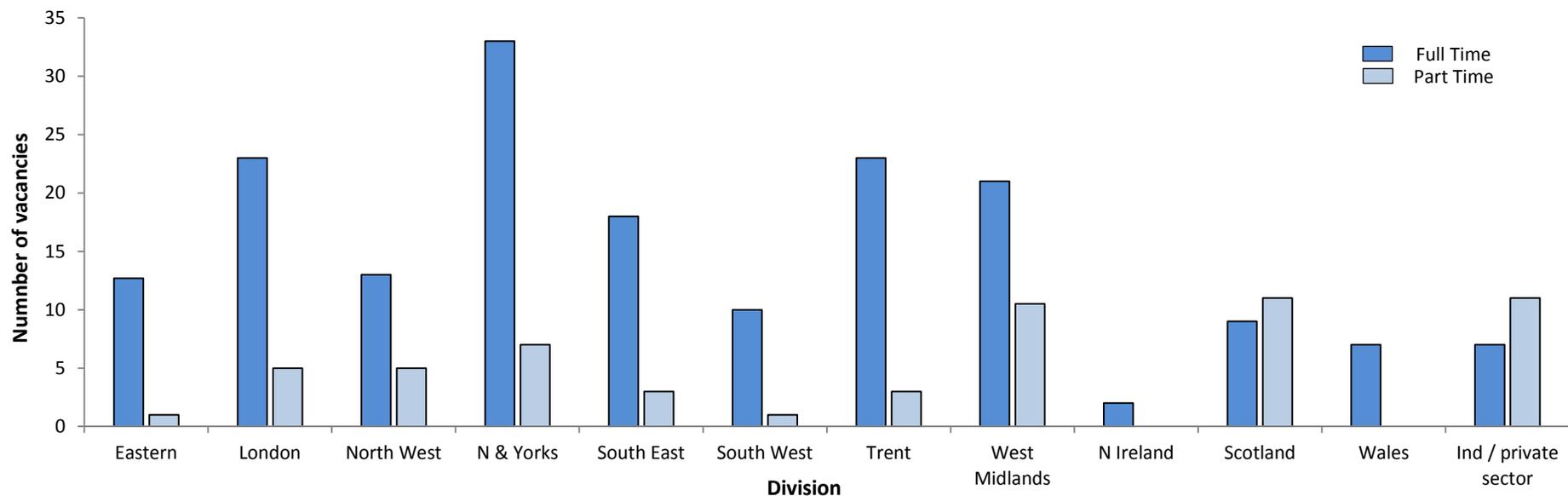
SASG: Locum posts full-time



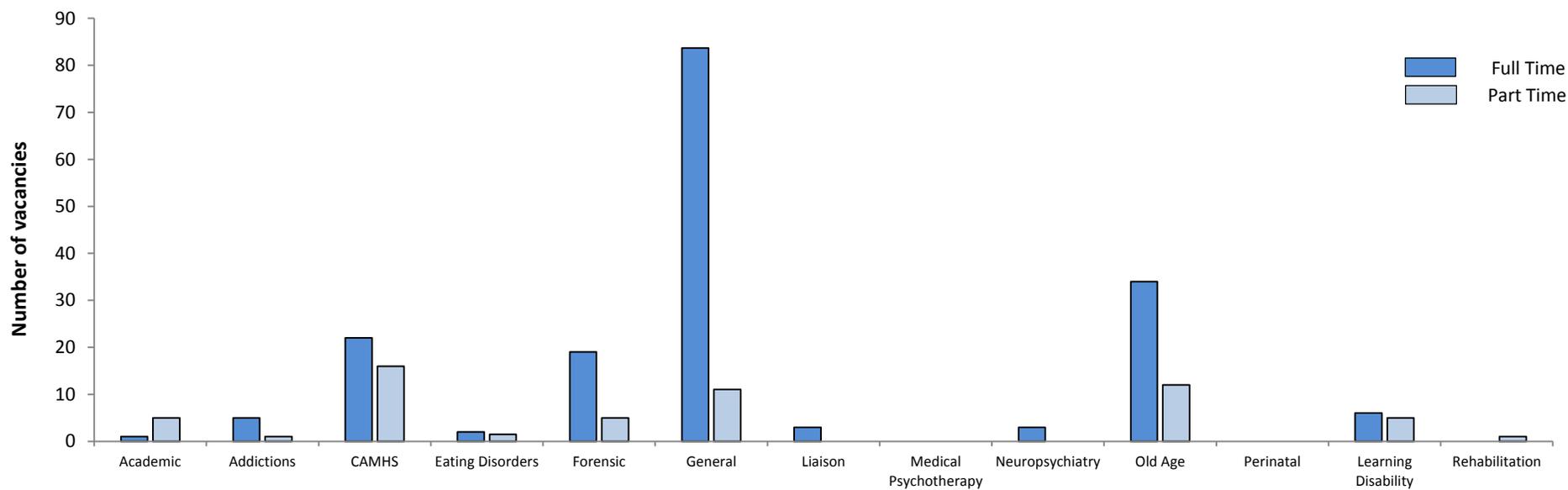
SASG: Locum posts part-time



SASG: Vacant or unfilled by region



SASG: Vacant or Unfilled by specialty



SPECIALTY DOCTORS

Academic Psychiatry

Division	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				
	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	2	5	10.0	10.0	10.0																	
NHS North West															3	3	6				1	5	6
NHS Northern & Yorkshire	1		1	10.0		10.0																	
NHS South Eastern																							
NHS South West																							
NHS Trent		1	1		1.0	1.0																	
NHS West Midlands																							
Total Posts (England)	4	3	7												3	3	6				1	5	6
NHS Northern Ireland																							
NHS Scotland																							
NHS Wales																							
Independent																							
Total Average All	4	3	7	6.7	3.7	5.3									3	3	6				1	5	6

SPECIALTY DOCTORS

Addictions Psychiatry

Division	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		
	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	2	10.0	10.0	10.0	1		1	1.0		1.0									
NHS North West	6		6	10.0		10.0	1	1	2	6.0	7.5	6.8				1		1	1		1
NHS Northern & Yorkshire	2	2	4	10.0	10.0	10.0		2	2		4.5	4.5	1		1					1	1
NHS South Eastern	1	3	4	10.0	10.0	10.0	1		1	9.0		9.0					1	1			
NHS South West	1		1	10.0		10.0		2	2		5.5	5.5									
NHS Trent							3		3	4.0		4.0									
NHS West Midlands	1	1	2	10.0	10.0	10.0		2	2		2.5	2.5					1	1			
Total Posts (England)	12	7	19				6	7	13				1		1	1	2	3	1	1	2
NHS Northern Ireland	3		3	10.0		10.0		2	2		4.5	4.5									
NHS Scotland	9	4	13	10.2	9.7	10.0	2	4	6	7.5	6.7	7.3	5	10	15				4		4
NHS Wales	3	1	4	10.0	10.0	10.0							1		1						
Independent	1		1	10.0		10.0							1	1	2						
Total Average All	28	12	40	9.5	8.8	9.5	8	13	21	4.9	4.7	4.9	8	11	19	1	2	3	5	1	6

SPECIALTY DOCTORS

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			
	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		10.0	10.0																
NHS North West																						
NHS Northern & Yorkshire		1	1		10.0	10.0							1		1					1		1
NHS South Eastern	1		1	10.0		10.0	1	1		4.0	4.0											
NHS South West	1		1	10.0		10.0	1	1		4.0	4.0											
NHS Trent	1		1	10.0		10.0	1	1		2.0	2.0											
NHS West Midlands	2		2	10.0		10.0	3	3		6.0	6.0								1	2	3	
Total Posts (England)	5	2	7				6	6					1		1				2	2	4	
NHS Northern Ireland							1	1		6.0	6.0											
NHS Scotland		2	2		8.0	8.0	1	1		5.0	5.0											
NHS Wales																						
Independent	2	2	4	10.0	10.0	10.0	1	1		3.0	3.0		1		1							
Total Average All	7	6	13	10.0	9.2	9.6	9	9		4.5	4.5		2		2				2	2	4	

SPECIALTY DOCTORS

Forensic Psychiatry

Division	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			
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern	5	4	9	10.0	10.0	10.0							2	1	3	1		1	1		1	
NHS London	12	10	22	10.0	10.0	10.0	1	3	4	1.0	6.0	3.5								3	2	5
NHS North West	2	2	4	10.0	10.0	10.0		1	1		8.0	8.0										
NHS Northern & Yorkshire	8	3	11	10.4	10.0	10.3	2	3	5	8.0	7.0	7.7								2		2
NHS South Eastern	17	14	31	10.0	10.0	10.0	2	4	6	4.5	5.0	4.7								3	2	5
NHS South West	2	2	4	10.0	10.0	10.0		2	2		7.0	7.0	1		1					1		1
NHS Trent	9	4	13	8.8	12.0	8.8	1	3	4	6.0	9.0	8.5	6	1	7	2	8	10	3	1	4	
NHS West Midlands	3	2	5	10.0	10.0	10.0							1		1		1	1				
Total Posts (England)	58	41	99				6	16	22				10	2	12	3	9	12	13	5	18	
NHS Northern Ireland								1	1		8.0	8.0										
NHS Scotland	1	1	2	10.0	10.0	10.0	3	3	6	3.5	7.0	4.7	1		1	1		1	1		1	1
NHS Wales		2	2		10.0	10.0														2		2
Independent	16	6	22	9.5	9.3	9.2							2	2	4	2	3	5	3		3	
Total Average All	75	50	125	9.9	10.0	9.8	9	20	29	4.9	7.5	6.3	13	4	17	6	12	18	19	5	24	

SPECIALTY DOCTORS

General Psychiatry

Division	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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	6	7	13	11.0	10.5	10.8	2	2		7.5	7.5	3		3					10	1	11
NHS London	24	17	41	10.0	10.0	10.0	4	4		7.0	7.0	8	8	16		6	6		9	1	10
NHS North West	26	9	35	10.3	10.0	10.1	6	6		7.3	7.3	3	1	4					6		6
NHS Northern & Yorkshire	35	15	50	10.3	10.0	10.3	3	14	17	5.3	5.6	12	1	13	1	1	2		14	1	15
NHS South Eastern	40	22	62	10.0	10.0	10.0	4	22	26	7.3	6.2	15	7	22		1	1		13	1	14
NHS South West	14	9	23	10.0	10.0	10.0	5	28	33	5.3	6.7	4	1	5		3	3		6		6
NHS Trent	19	9	28	8.8	9.2	9.1	2	9	11	1.5	5.3	6	4	10					9		9
NHS West Midlands	62	31	93	10.0	9.7	9.9	6	18	24	5.0	6.8	12	1	13		4	4		13	6	19
Total Posts (England)	226	119	345				20	103	123			63	23	86	1	15	16		80	10	90
NHS Northern Ireland	6	8	14	10.0	10.0	10.0		8	8		7.2	3	10	13		1	1		1		1
NHS Scotland	16	19	35	10.0	6.2	7.4	4	20	24	7.5	6.7	2	1	3		2	2		1		1
NHS Wales	5	3	8	10.0	10.0	10.0						1	2	3					1		1
Independent	8	4	12	10.0	10.0	10.0						2		2	3		3		1	1	2
Total Average All	261	153	414	10.0	9.4	9.6	24	131	155	5.7	6.6	71	36	107	4	18	22		84	11	95

SPECIALTY DOCTORS

Intellectual Disability
Psychiatry

Division	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			
	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	12.0	12.0	12.0														1		1
NHS London	1	1	2	10.0	10.0	10.0		2	2		5.0	5.0										
NHS North West	3	3	6	10.0	10.0	10.0	1		1	3.0		3.0										
NHS Northern & Yorkshire	3	1	4	10.0	10.0	10.0		4	4		6.8	6.8	2		2		1	1	3	1	4	
NHS South Eastern	5	5	10	10.0	7.0	7.8	1	1	2	3.0	8.0	5.5										
NHS South West	1		1	10.0		10.0	1	4	5	5.0	6.0	5.8								1	1	
NHS Trent	2		2	10.0		10.0																
NHS West Midlands	5	9	14	10.0	10.0	10.0	1	2	3	8.0	7.5	7.7							1	2	3	
Total Posts (England)	21	20	41				4	13	17				2		2		1	1	5	4	9	
NHS Northern Ireland	1	1	2	10.0	10.0	10.0											1	1				
NHS Scotland	4	4	8	10.0	8.7	9.3	3	5	8	2.3	6.5	4.5		1	1				1	1	2	
NHS Wales																						
Independent	5		5	10.5		10.5	1		1	7.0		7.0	2	1	3							
Total Average All	31	25	56	10.1	9.3	9.7	8	18	26	4.1	6.6	5.7	4	2	6		2	2	6	5	11	

SPECIALTY DOCTORS

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	1	4	10.0	10.0	10.0							1		1				1		1
NHS London		1	1				1		1	7.0	7.0										
NHS North West																					
NHS Northern & Yorkshire	1	3	4	10.0	10.0	10.0		2	2		7.0	7.0	2		2				1		1
NHS South Eastern	1	1	2	10.0	10.0	10.0															
NHS South West								2	2		6.0	6.0									
NHS Trent	1	1	2	10.0	1.0	5.5	2	1	3	3.0	1.0	2.3					3	3			
NHS West Midlands		2	2		10.0	10.0															
Total Posts (England)	6	9	15				3	5	8				3		3		3	3	2		2
NHS Northern Ireland	1		1	10.0		10.0															
NHS Scotland																1		1			
NHS Wales	2	1	3	10.0	10.0	10.0													1		1
Independent																					
Total Average All	9	10	19	10.0	8.9	9.2	3	5	8	4.3	5.3	4.9	3		3	1	3	4	3		3

SPECIALTY DOCTORS

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		
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total
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 Posts (England)							1	1													
NHS Northern Ireland																					
NHS Scotland	1		1	10.0		10.0	1		1	5.0		5.0									
NHS Wales																					
Independent																					
Total Average All	1		1	10.0		10.0	1	1	2	5.0	6.0	5.5									

SPECIALTY DOCTORS

Neuropsychiatry

Division	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			
	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																						
NHS South West								1	1											1	1	
NHS Trent																						
NHS West Midlands		2		2	10.0	10.0																
Total Posts (England)		2		2				1	1											1	1	
NHS Northern Ireland																						
NHS Scotland																						
NHS Wales																						
Independent		4		4	10.0	10.0								1	1	2	1	1	2	2	2	
Total Average All		6		6	7.5	7.5		1	1					1	1	2	1	1	2	3	3	

SPECIALTY DOCTORS

Old Age Psychiatry

Division	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					
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total			
NHS Eastern	4	5	9	10.5	10.0	10.3	1	3	4	9.0	6.0	7.5	1	1	2									
NHS London	9	8	17	10.0	10.0	10.0		3	3		8.0	8.0	3	2	5							8		8
NHS North West	5	4	9	10.0	10.7	10.3	1	3	4	8.0	6.3	6.7	3		3							3		3
NHS Northern & Yorkshire	15	12	27	10.0	10.0	10.0		11	11		5.4	5.4	8		8	1	1	2				9	2	11
NHS South Eastern	6	6	12	10.0	10.0	10.0	4	18	22	6.7	6.6	6.5	2	1	3							2		2
NHS South West	6	6	12	10.0	10.0	10.0	2	17	19	5.0	6.2	6.1	2		2	1		1				2		2
NHS Trent	10	9	19	9.1	8.8	9.2		5	5		4.3	4.3	5		5		2	2				5		5
NHS West Midlands	14	9	23	10.0	10.0	10.0		3	3		4.7	4.7	2	1	3							4		4
Total Posts (England)	69	59	128	-	-	-	8	63	71	-	-	-	26	5	31	2	3	5				33	2	35
NHS Northern Ireland	5	5	10	10.3	10.0	10.3		2	2		8.0	8.0	2		2									
NHS Scotland	13	3	16	10.0	10.0	10.0	1	22	23	3.0	6.3	6.3	2		2							1	10	11
NHS Wales	1	1	2	10.0	10.0	10.0							4	2	6									
Independent																								
Total Average All	88	68	156	9.9	9.9	9.9	9	87	96	6.3	6.1	6.1	34	7	41	2	3	5				34	12	46

SPECIALTY DOCTORS

Perinatal Psychiatry

Division	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		
	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																					
NHS South West								1	1		5.0	5.0									
NHS Trent																					
NHS West Midlands		1	1		10.0	10.0															
Total Posts (England)		3	3					1	1					1	1						
NHS Northern Ireland																					
NHS Scotland																					
NHS Wales																					
Independent																					
Total Average All		3	3		10.0	10.0		1	1		5.0	5.0		1	1						

SPECIALTY DOCTORS

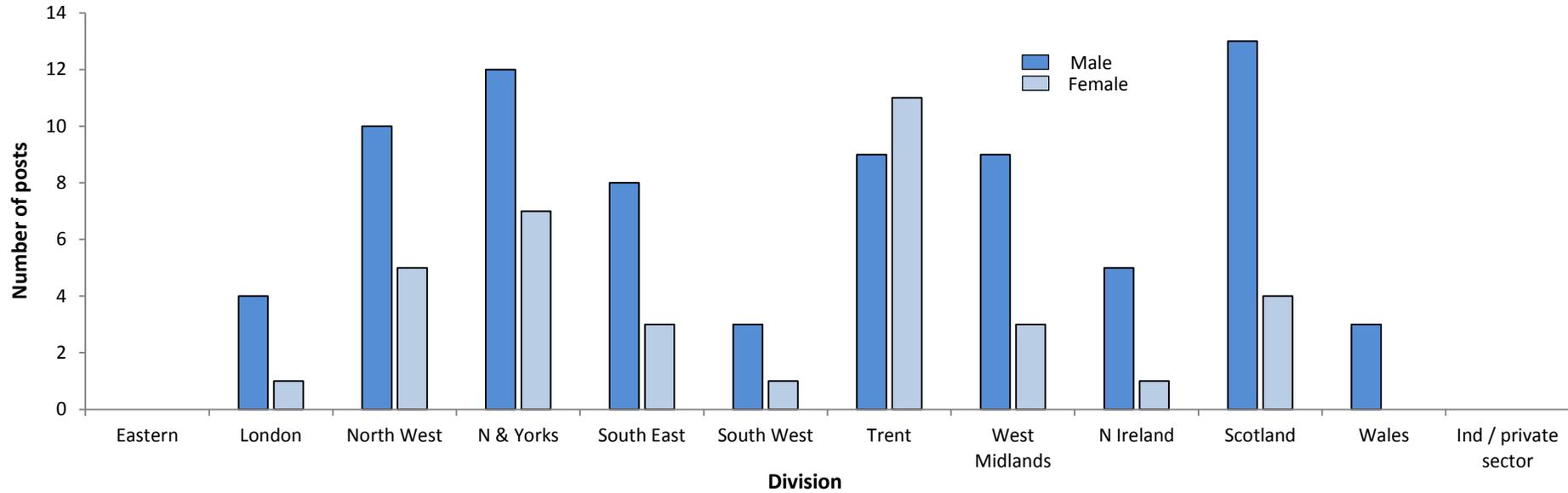
Rehabilitation Psychiatry	SUBSTANTIVE WHOLE TIME POSTS						SUBSTANTIVE PART TIME POSTS						LOCUM POSTS						VACANT OR UNFILLED					
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Full time			Part time			Number of posts					
	M	F	Total	M	F	Avg	M	F	Total	M	F	Avg	M	F	Total	M	F	Total	FT	PT	Total			
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	10.0		10.0																		
NHS London	2	1	3	10.0	10.0	10.0	1		1	5.0		5.0												
NHS North West																								
NHS Northern & Yorkshire	4	1	5	10.0	10.0	10.0		1	1			8.0	8.0	1		1								
NHS South Eastern								1	1			9.0	9.0											
NHS South West		1	1		10.0	10.0	1		1	5.0		5.0												
NHS Trent	1	2	3	1.0	10.0	7.0		1	1			8.0	8.0			1			1	1	1			
NHS West Midlands		1	1		10.0	10.0																		
Total Posts (England)	8	6	14	-	-	-	2	3	5	-	-	-	1		1	1		1			1	1	1	
NHS Northern Ireland		2	2		10.0	10.0		2	2			6.0	6.0	1		1								
NHS Scotland	1	3	4	10.0	10.0	10.0	1	4	5	4.0	7.0	6.8												
NHS Wales	1		1	10.0		10.0		1	1			6.0	6.0	1		1								
Independent	5	1	6	10.5	11.0	10.5																		
Total Average All	15	12	27	9.3	10.1	9.6	3	10	13	4.7	7.2	6.7	3		3	1		1			1	1	1	

SECTION THREE: CONSULTANT RETIREMENTS

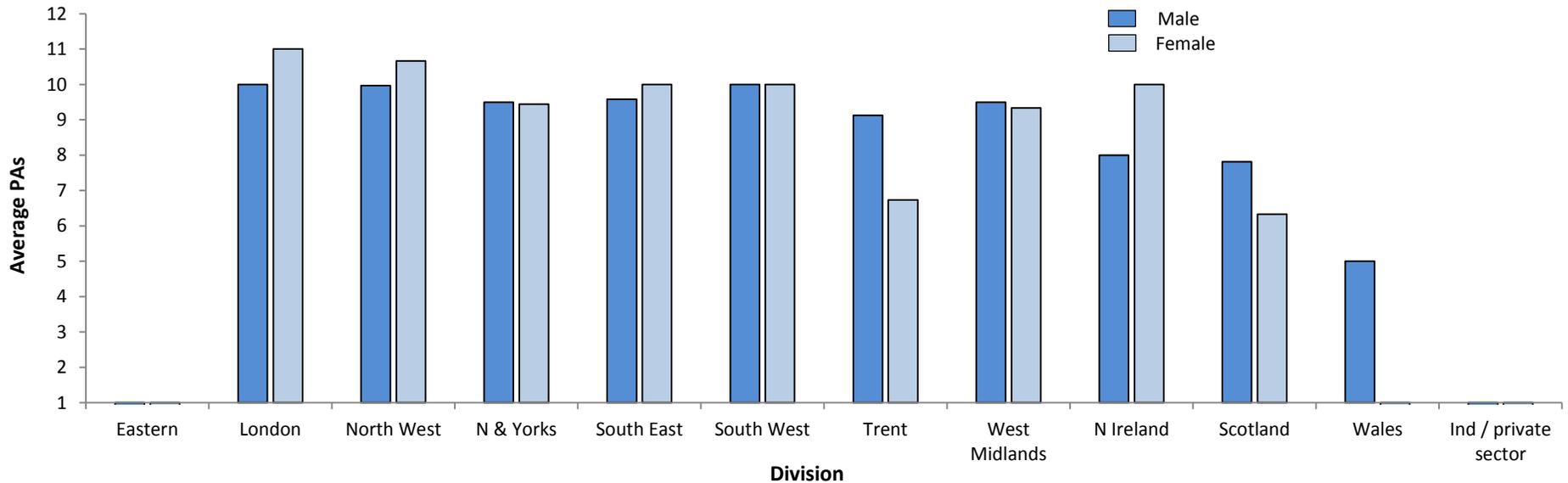
CONSULTANT RETIREMENTS

Substantive whole time posts Overall	NUMBER OF RETIREMENTS 2016						NUMBER OF RETIREMENTS 2017						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		1	5.5		5.5	
NHS London	4	1	5	10.0	11.0	10.2		1	1		10.0	10.0	5
NHS North West	10	5	15	10.0	10.7	10.4	1	1	2	10.0	8.0	9.0	6
NHS Northern & Yorkshire	12	7	19	9.5	9.4	9.5	10	7	17	9.5	6.8	8.3	8
NHS South Eastern	8	3	11	9.6	10.0	9.7	4	5	9	7.0	5.5	6.7	7
NHS South West	3	1	4	10.0	10.0	10.0	1		1	10.0		10.0	5
NHS Trent	9	11	20	9.1	6.7	7.6	3	5	8	8.0	4.7	6.0	10
NHS West Midlands	9	3	12	9.5	9.3	9.3	4		4	10.0		10.0	2
Total Posts (England)	55	31	86	-	-	-	24	19	43	-	-	-	43
NHS Northern Ireland	5	1	6	8.0	10.0	8.5		1	1		5.0	5.0	2
NHS Scotland	13	4	17	7.8	6.3	7.6	9	11	20	5.8	7.6	7.0	12
NHS Wales	3		3	5.0		5.0	2		2	11.0		11.0	1
Independent							6	3	9	10.0		10.0	
Total Average All	76	36	112	8.7	8.3	8.6	41	34	75	8.2	6.4	7.8	58

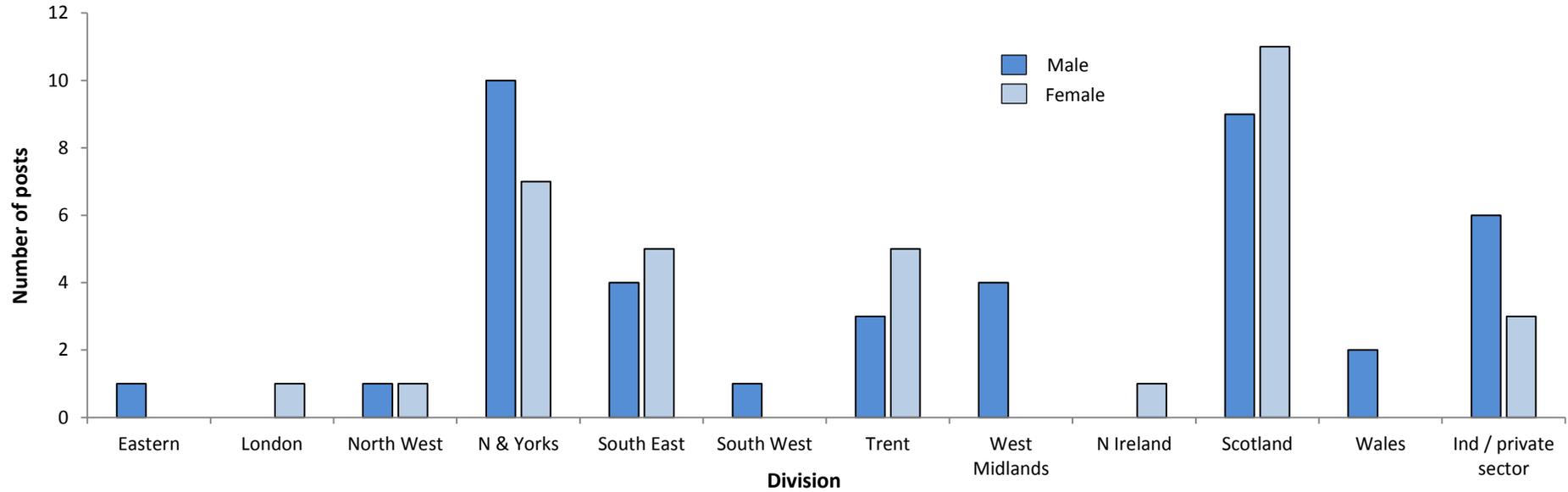
CONSULTANT RETIREMENTS: Number of retirements 2016 Number of posts



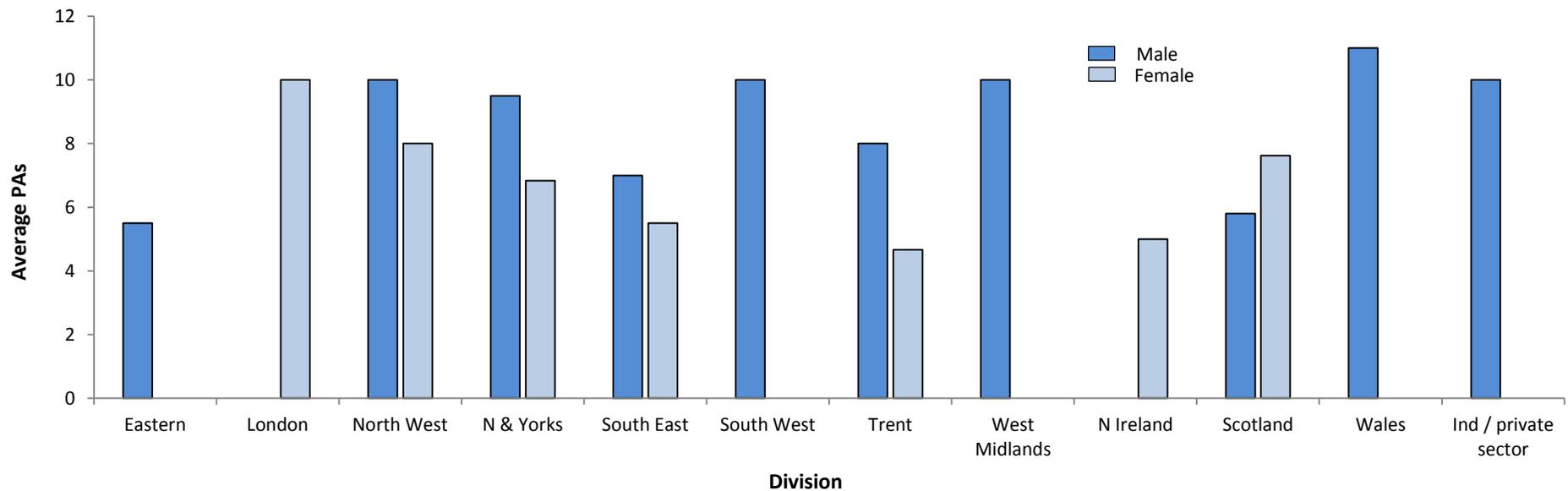
CONSULTANT RETIREMENTS: Number of retirements 2016 Average number of paid PAs



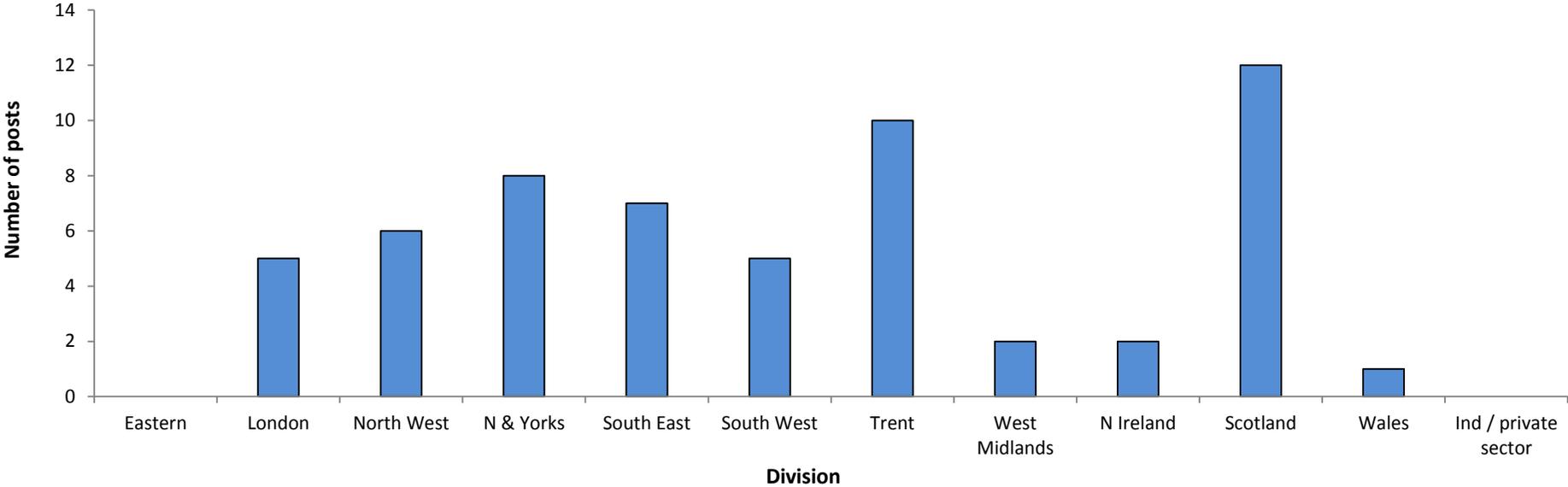
CONSULTANT RETIREMENTS: Number of retirements 2017 Number of posts



CONSULTANT RETIREMENTS: Number of retirements 2017 Average number of paid PAs

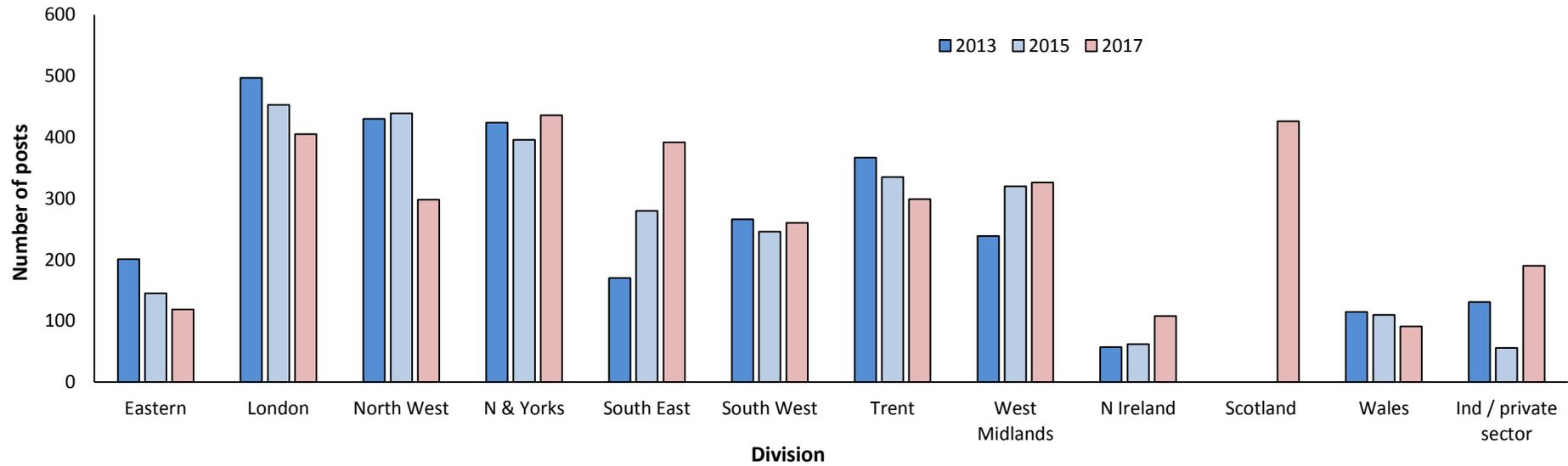


CONSULTANT RETIREMENTS: Number re-employed (part time)

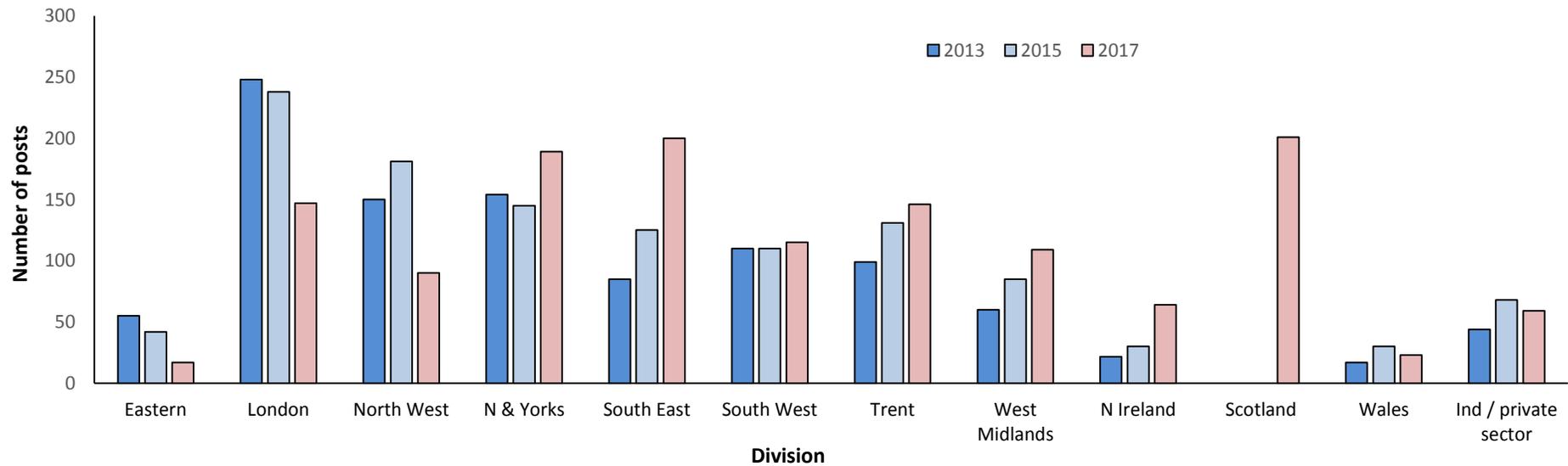


SECTION FOUR: COMPARATIVE INFORMATION

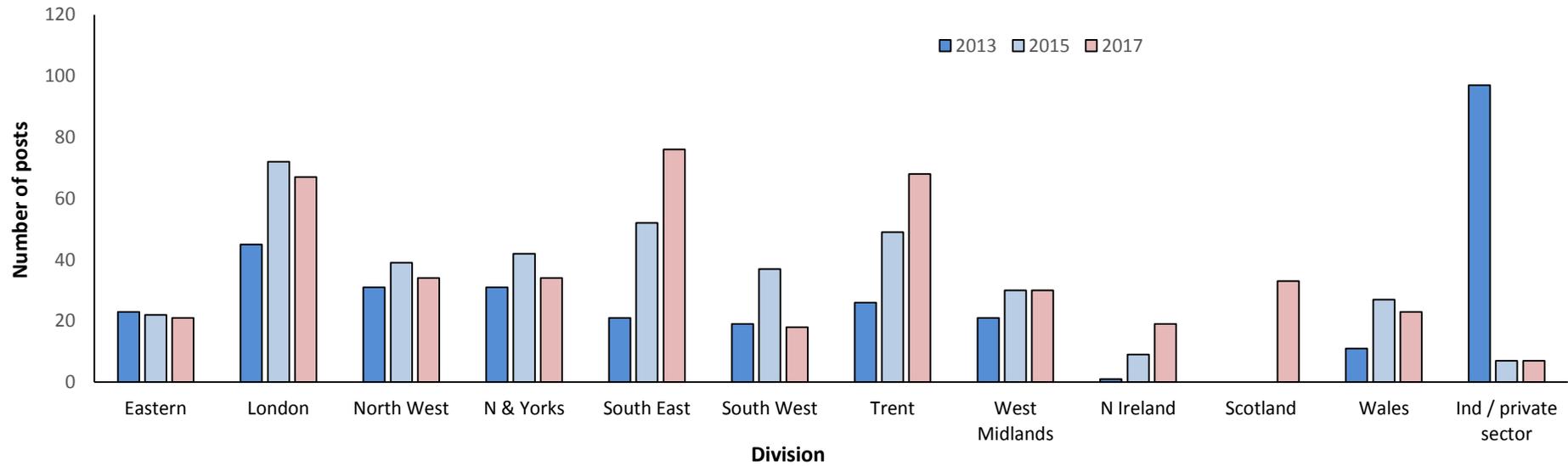
CONSULTANTS: Substantive full time posts (Male and Female) 2013 -2017 number of filled posts



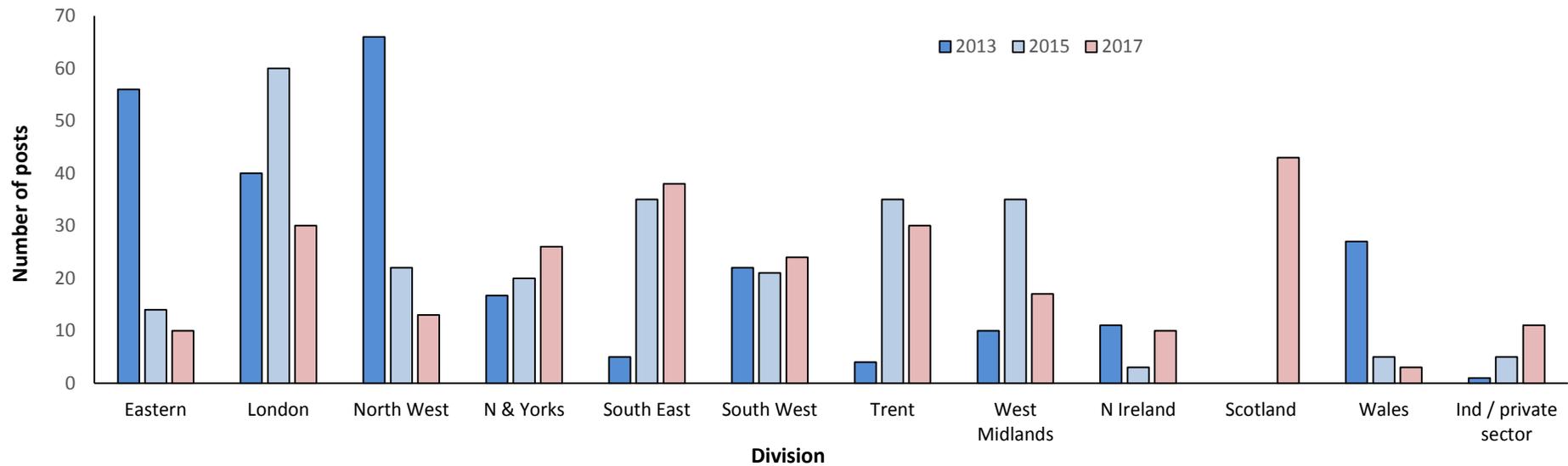
CONSULTANTS: Substantive part time posts (Male and Female) 2013 -2017 number of filled posts



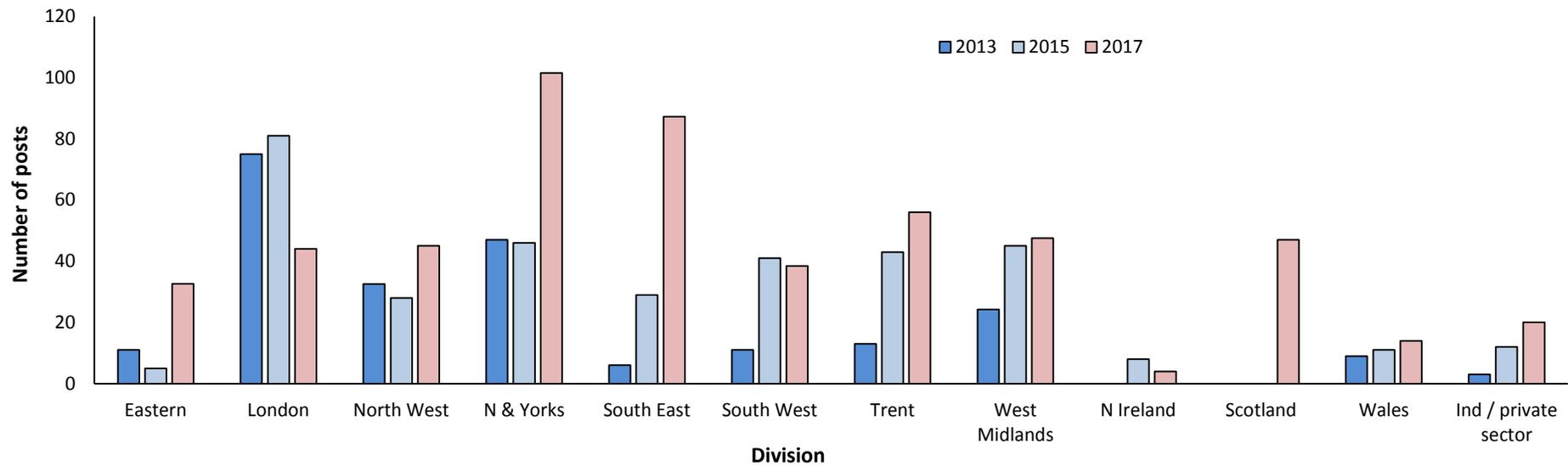
CONSULTANTS: Locum full time posts (Male and Female) 2013 -2017 number of filled posts



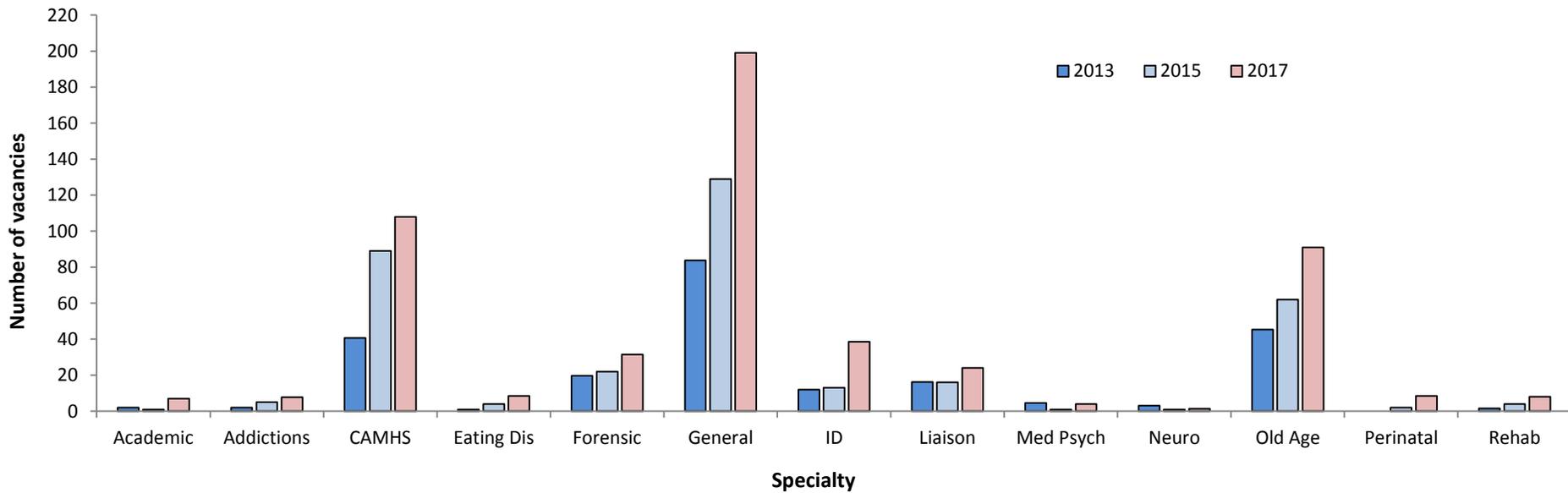
CONSULTANTS: Locum part time posts (Male and Female) 2013 -2017 number of filled posts



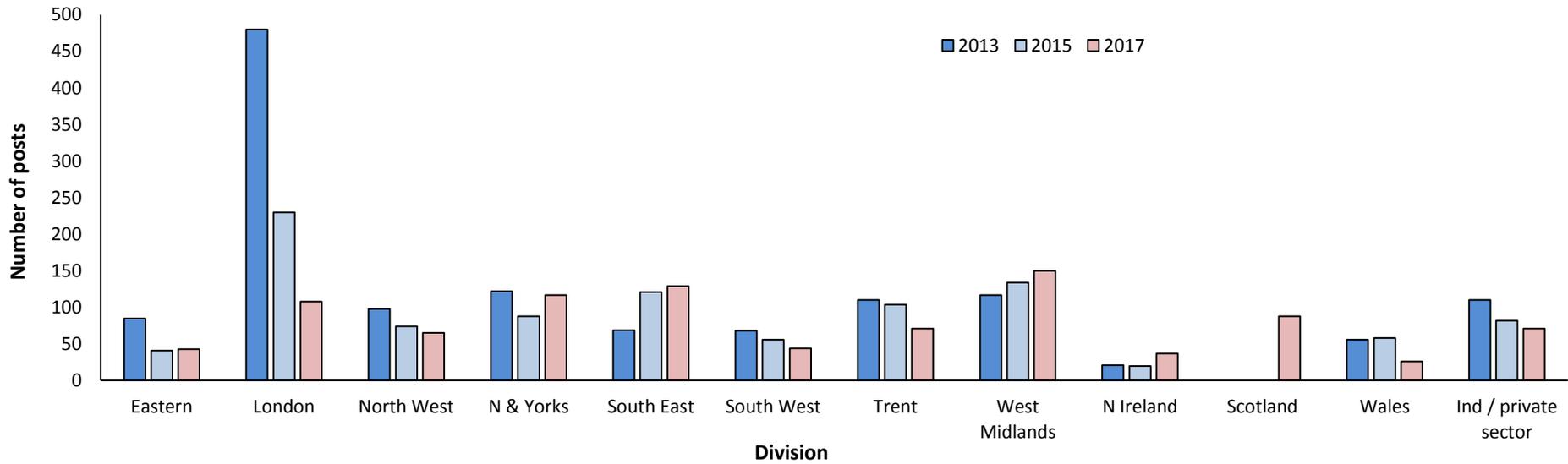
CONSULTANTS: Vacant posts (full time and part time) 2013 -2017 number of posts by division



CONSULTANTS: Vacant posts (full time and part time) 2013 -2017 number of posts by specialty

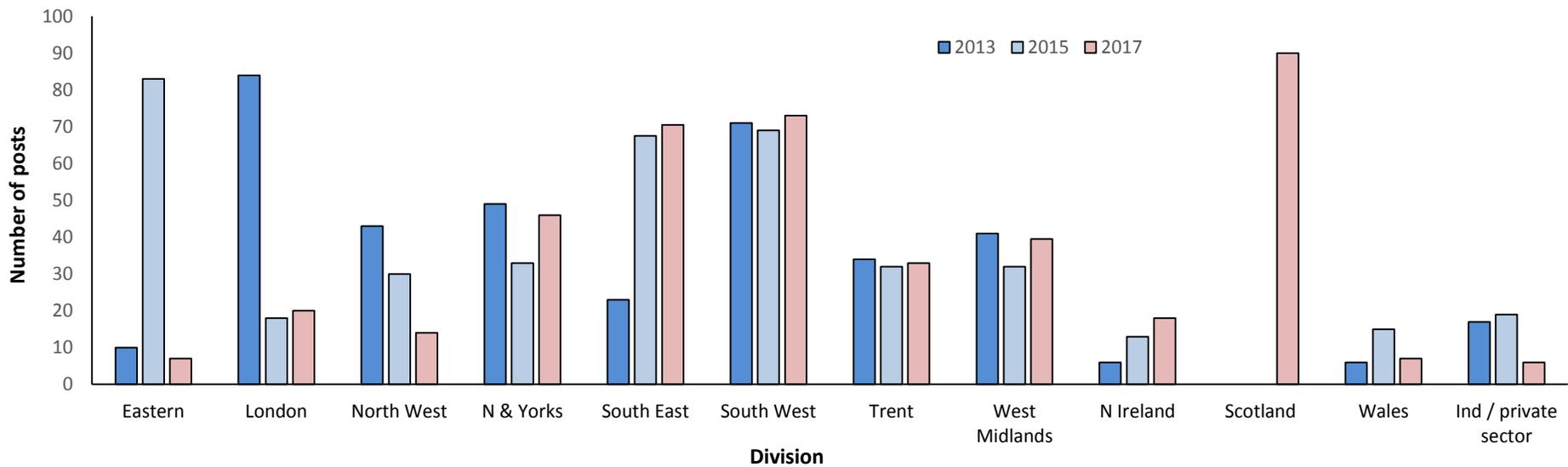


SASG: Substantive full time posts (Male and Female) 2013 -2017 number of filled posts

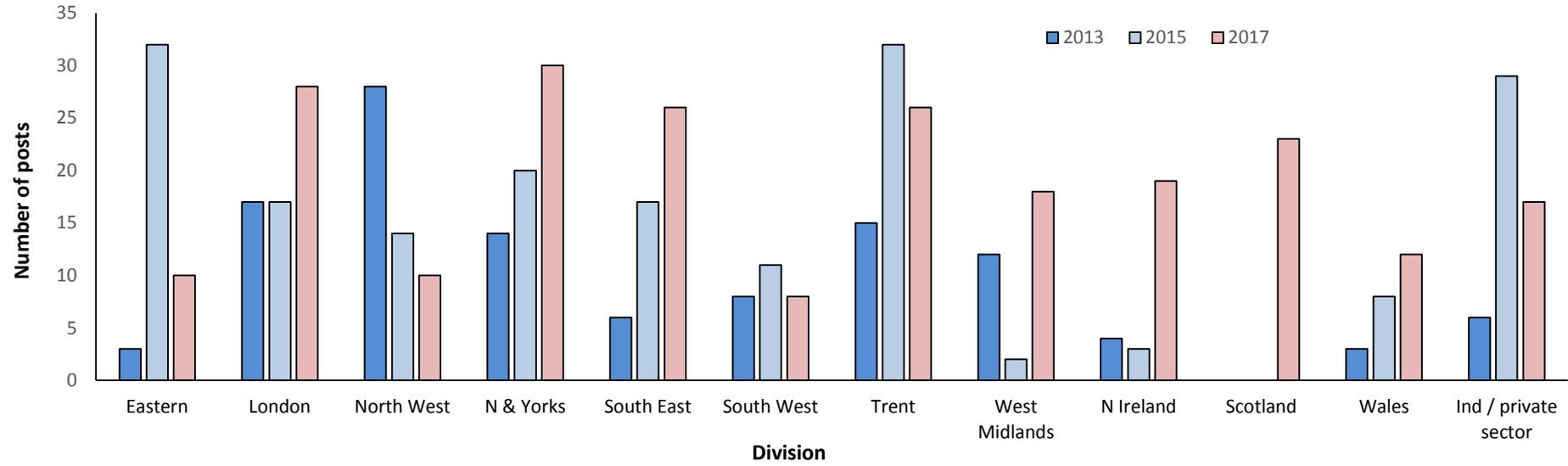


SASG:

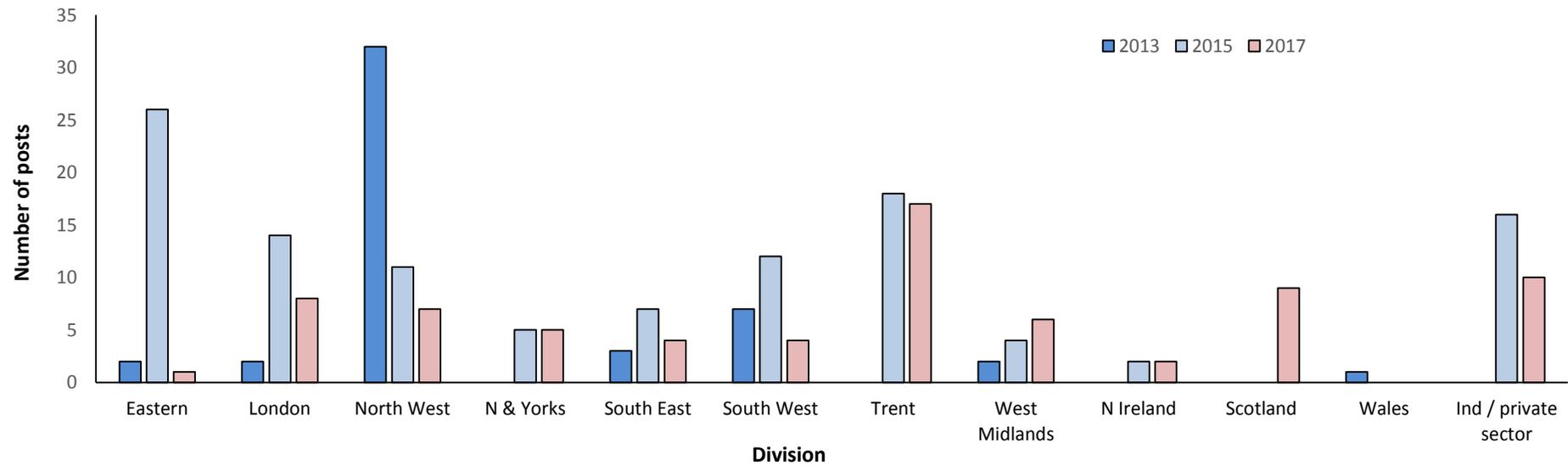
SASG: Substantive part time posts (Male and Female) 2013 -2017 number of filled posts



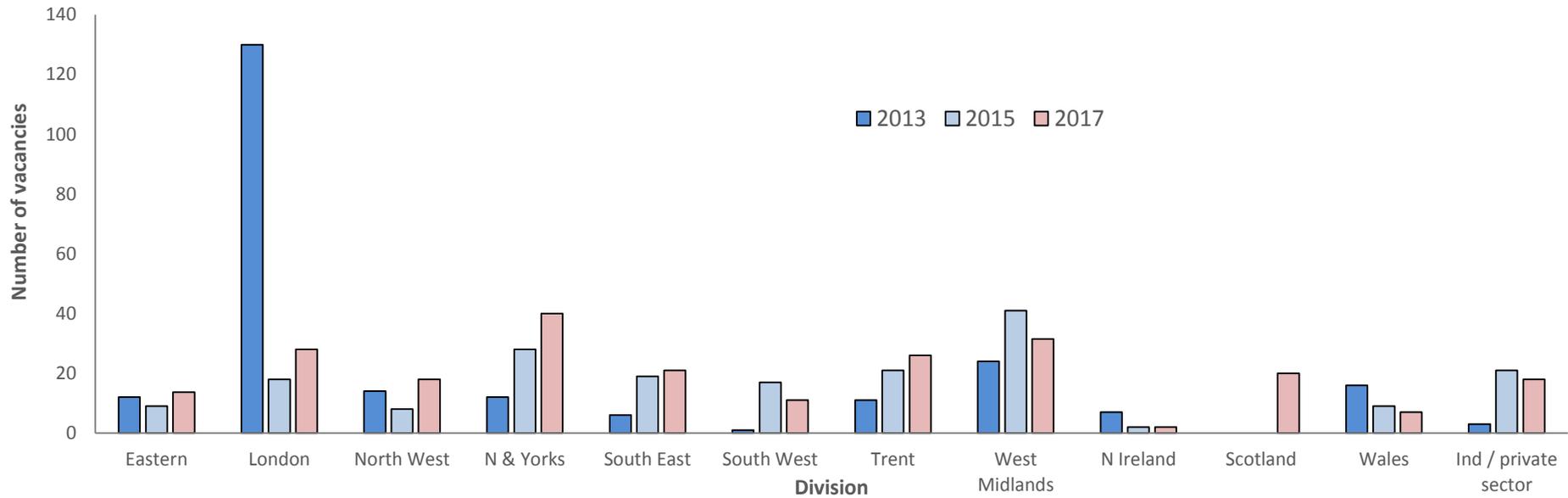
SASG: Locum full time posts (Male and Female) 2013 -2017 number of filled posts



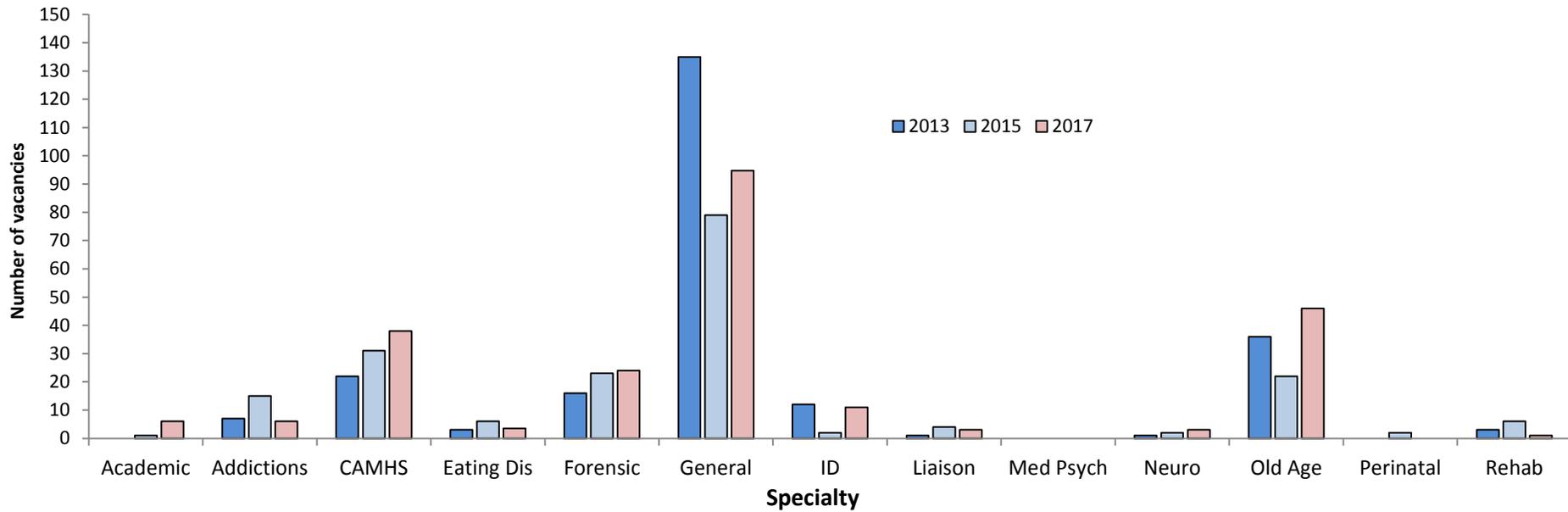
SASG: Locum part time posts (Male and Female) 2013 -2017 number of filled posts



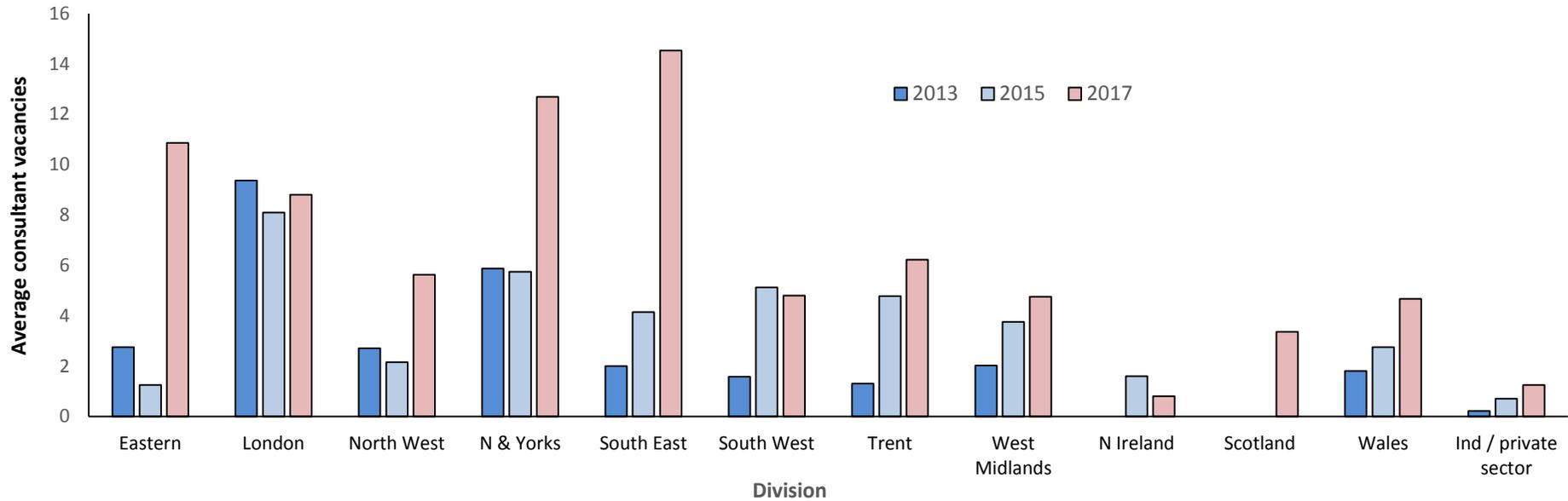
SASG: Vacant posts (full time and part time) 2013 -2017 number of posts by division



SASG: Vacant posts (full time and part time) 2013 -2017 number of posts by specialty

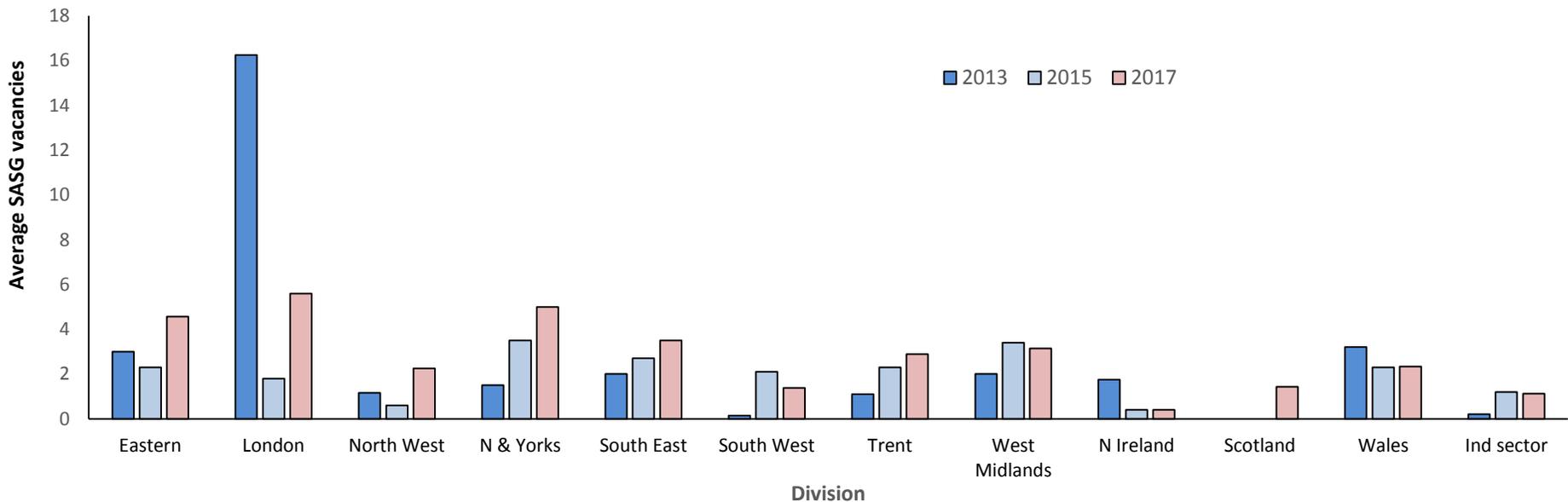


CONSULTANTS: Vacant or unfilled posts average number of vacancies reported per trust / organisation by division

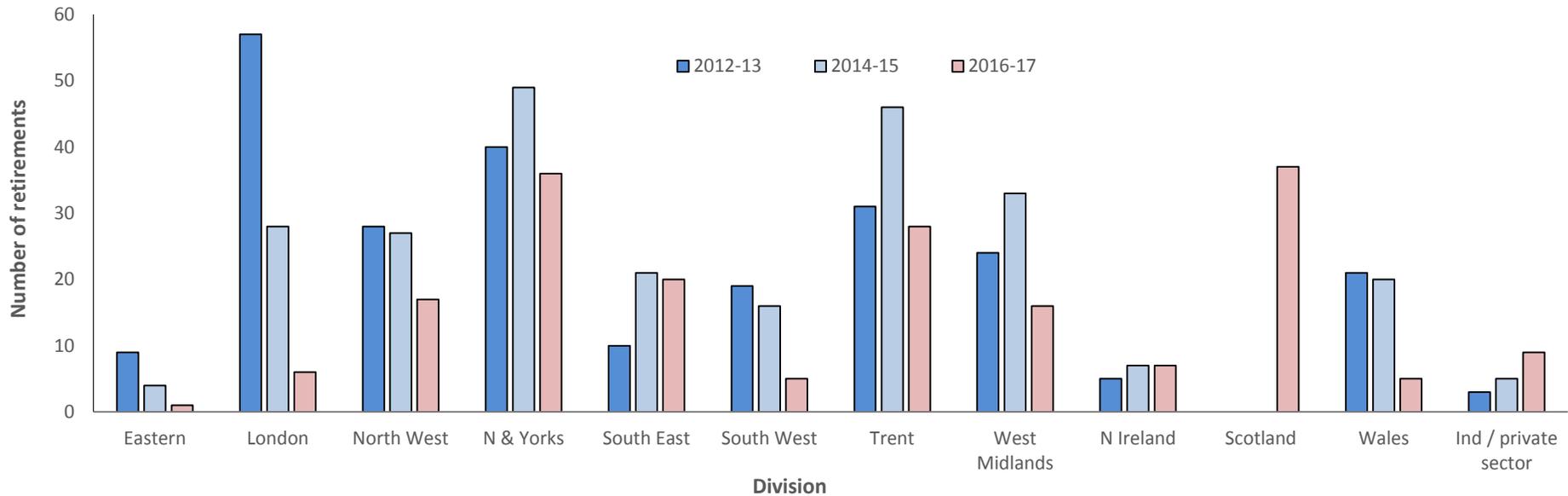


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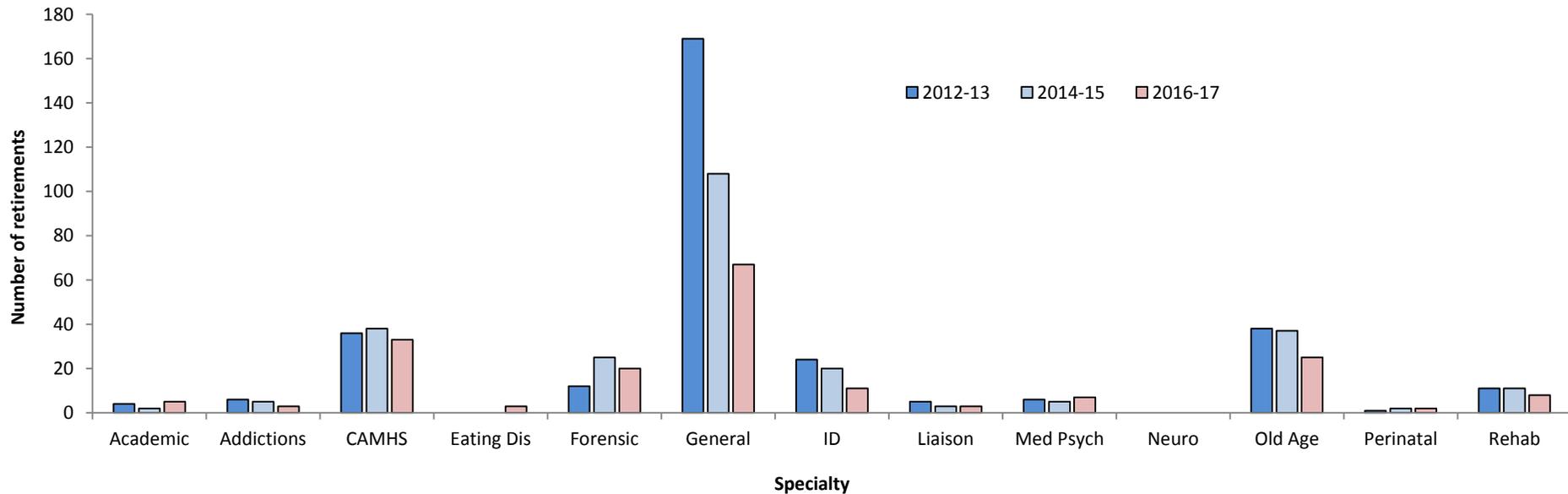
SASG: Vacant or unfilled posts average number of vacancies reported per trust / organisation by division



CONSULTANTS: Total retirements (Male and Female) between 2012 and 2017 number of posts by division



CONSULTANTS: Total retirements (Male and Female) between 2012 and 2017 number of posts by specialty



SECTION FIVE: APPENDICES

APPENDIX I: Consultant and Specialty Doctor staffing questionnaire

Consultant and Specialty Doctor Psychiatrist staffing as at 1 April 2017

Specialty	Substantive Full 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 FT posts	Number of PT 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 / Community Psychiatry														
Intellectual Disability Psychiatry														
Liaison Psychiatry														
Medical Psychotherapy														
Neuropsychiatry														
Old Age Psychiatry														
Perinatal Psychiatry														
Rehabilitation and Social Psychiatry														

APPENDIX II: Consultant retirements questionnaire

Consultant Psychiatrist staff retirements 2016 and 2017

Specialty	Substantive Whole-Time Posts retired 2016				Substantive Whole-Time Posts retired 2017				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 III: Respondents to the 2017 workforce census

NHS MH trusts, health boards and other organisations

2gether NHS Foundation Trust
Abertawe Bro Morgannwg University Health Board
Alder Hey Children's NHS Foundation Trust
Avon and Wiltshire Mental Health Partnership NHS Foundation Trust
Ayr Clinic
Barnet, Enfield and Haringey Mental Health NHS Trust
Belfast Health and Social Care Trust
Berkshire Healthcare NHS Foundation Trust
Betsi Cadwaladr University Health Board
Birmingham and Solihull Mental Health NHS Foundation Trust
Birmingham Children's Hospital NHS Foundation Trust
Birmingham Community Healthcare NHS Trust
Black Country Partnership NHS Foundation Trust
Bolton NHS Foundation Trust
Bradford District Care Trust
Central Manchester University Hospitals NHS Foundation Trust
Chesterfield Royal Hospital
Cornwall Partnership NHS Foundation Trust
Coventry and Warwickshire Partnership NHS Trust
Cwm Taf University Health Board
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 Hospitals NHS Trust
Essex Partnership University NHS Foundation Trust
Greater Manchester West NHS Foundation Trust
Hertfordshire Partnership University NHS Foundation Trust
Humber NHS Foundation Trust
Kent & Medway NHS and Social Care Partnership Trust
Lancashire Care NHS Foundation Trust
Leeds & York Partnership NHS Foundation Trust
Leeds Community Healthcare NHS Trust
Leicestershire Partnership NHS Trust
Lincolnshire Partnership NHS Foundation Trust
Mersey Care NHS Trust
Midpark Hospital, Dumfries
Ministry of Defence
NAViGO
NHS Ayrshire & Arran
NHS Borders
NHS Dumfries & Galloway

NHS Fife
NHS Forth Valley
NHS Grampian
NHS Greater Glasgow & Clyde
NHS Highland
NHS Lanarkshire
NHS Lothian
NHS Tayside
North Bristol NHS Trust
North East London NHS Foundation Trust
North Staffordshire Combined Healthcare NHS Trust
North West Boroughs Partnerships NHS Trust
Northamptonshire Healthcare NHS Foundation Trust
Northern Health and Social Care Trust
Northumberland Tyne & Wear NHS Foundation Trust
Nottinghamshire Healthcare NHS Foundation Trust
Oxford Health NHS Foundation Trust
Oxleas NHS Foundation Trust
Rotherham Doncaster and South Humber NHS Foundation Trust
Sheffield Children's NHS Foundation Trust
Sheffield Health and Social Care NHS Foundation Trust
Somerset Partnership NHS Foundation Trust
South Eastern Health and Social Care Trust
South London and Maudsley NHS Foundation Trust
South Staffordshire and Shropshire Healthcare NHS Foundation Trust
South West Yorkshire Partnership NHS Foundation Trust
Southern Health and Social Care Trust
Southern Health NHS Foundation Trust
State Hospital
Surrey & Borders Partnership NHS Trust
Sussex Partnership NHS Foundation Trust
Tees Esk & Wear Valleys NHS Foundation Trust
Torbay and South Devon NHS Foundation Trust
West London Mental Health NHS Trust
Western Health and Social Care Trust
Worcestershire Health and Care NHS Trust