National Scottish Steering Group for Educational Psychology (NSSGEP)

Workforce Planning Survey Data 2015, 2016, 2017, 2018

Table 1. Staffing Complement of Educational Psychologists in Scotland, in FTE. This refers to the number of posts that each service can appoint to, based on the staffing budget allocated by the local authority.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Full Staffing Complement**(FTE)  **2014-15** | **Full Staffing Complement**(FTE)  **2015-16** | **Full Staffing Complement**(FTE)  **2016-17** | **Full Staffing Complement**(FTE)  **2017-18** |
| Principal Educational Psychologist | 38.4 | 34 | 33.3 | 32.3 |
| Depute Principal Educational Psychologist | 36.8 | 42.7 | 40.3 | 41.9 |
| Senior Educational Psychologist | 50.6 | 46.9 | 45.2 | 41.6 |
| Maingrade Educational Psychologist | 252.82 | 252.39 | 255.39 | 270.06 |

*Only 30 Services reported the breakdown for each grade.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Total (31 Services)** | **387.12** | **375.99** | **(32 Services) 374.19** | **385.36** |

Note: Stirling and Clackmannanshire were one service until 2017.

Table 2. Actual Staffing Complement of Educational Psychologists in Scotland, in headcount and FTE. This refers to the actual number of people (Head Count) and posts (FTE) as of the date of completing the survey each April.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Actual Staffing Complement 2014-15**  (Headcount)\* | **Actual Staffing Complement 2014-15**  (FTE) | **Actual Staffing Complement 2015-16** (Headcount)\* | **Actual Staffing Complement**  **2015-16**  (FTE) | **Actual Staffing**  **Complement**  **(Headcount)**  **2016-17** | **Actual Staffing Complement** (FTE)\*  **2016-17** | **Actual Staffing**  **Complement**  **(Headcount)**  **2017-18** | **Actual Staffing Complement** (FTE)\*  **2017-18** |
| Principal Educational Psychologist | 38 | 38.4# | 33 | 33 | 33 | 31.8 | 33 | 31.1 |
| Depute Principal Educational Psychologist | 35 | 35.1# | 53 | 42.5 | 52 | 37.5 | 43 | 35.2 |
| Senior Educational Psychologist | 59 | 49.7 | 45 | 46.1 | 40 | 39.6 | 36 | 35.6 |
| Maingrade Educational Psychologist | 288 | 238.62 | 277 | 234.39 | 273 | 233.05 | 265 | 241.61 |
| Totals | **420** | **361.82** | **408** | **355.99** | **398** | **341.95** | **377** | **344.51** |

# a few EPs cover two or more senior positions at different levels, hence the FTE is greater than the headcount.

\* a few EPs cover two or more senior positions at different levels, hence the Headcount is greater than FTE. Also note that this figure is taken as of April 2017 and will differ from the actual number which may vary throughout the year due to leave, absence etc.

Table 3. The current gender profile of EPs in Scotland, in headcount.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Headcount**  **2014-15** | **Percentage of Headcount**  **2014-15** | **Headcount**  **2015-2016** | **Percentage of Headcount**  **2015-16** | **Headcount**  **2016-17** | **Percentage of Headcount**  **2016-17** | **Headcount**  **2017-18** | **Percentage of Headcount**  **2017-18** |
| Male | 70 | 16% | 63 | 14.9% | 65 | 15.3% | 55 | 12.9% |
| Female | 351 | 82% | 358 | 85.1% | 360 | 84.7% | 371 | 87.1% |
| Prefer Not to Say / Did not complete | 9 | 2% | 0 |  | 0 |  | 0 |  |

Table 4a. The total length of maternity/adoption and leave taken and cover appointed in Scotland for the year **1st April 2014 to 31st March 2015**, in headcount and FTE.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total Length of Leave Taken** | | **Total Length of Cover Appointed** | |
| Headcount | FTE | Headcount | FTE |
| 5 months or less | 1 | 0.7 | 2 | 1.1 |
| 6 – 9 months | 8 | 8 | 4 | 2.2 |
| 10 – 12 months | 34 | 25.3 | 14 | 11.3 |
| 13 months or more | 5 | 4.1 | 2 | 2 |
| Total | 48 | 38.1 | 22 | 16.6 |

Table 4b. The total length of maternity/adoption and leave taken and cover appointed in Scotland for the year **1st April 2015 to 31st March 2016**, in headcount and FTE.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total Length of Leave Taken** | | **Total Length of Cover Appointed** | |
| Headcount | FTE | Headcount | FTE |
| 5 months or less | 0 | 0 | 0 | 0 |
| 6 – 9 months | 11 | 14.8 | 4 | 3 |
| 10 – 12 months | 24 | 19.4 | 10 | 6.8 |
| 13 months or more | 6 | 2.4 | 0 | 0 |
| Total | 41 | 36.6 | 14 | 9.8 |

4c. The total length of maternity/adoption and leave taken and cover appointed in Scotland for the year **1st April 2016 to 31st March 2017**, in headcount and FTE.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total Length of Leave Taken** | | **Total Length of Cover Appointed** | |
| Headcount | FTE | Headcount | FTE |
| 5 months or less | 2 | 2 | 0 | 0 |
| 6 – 9 months | 10 | 8.4 | 5 | 3.2 |
| 10 – 12 months | 29 | 23.3 | 6 | 6.5 |
| 13 months or more | 4 | 3.6 | 3 | 0 |
| Total | 45 | 37.3 | 14 | 9.7 |

Table 4d. The total length of maternity/adoption and leave taken and cover appointed in Scotland for the year **May 2017 to April 2018**, in headcount and FTE.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total Length of Leave Taken** | | **Total Length of Cover Appointed** | |
| Headcount | FTE | Headcount | FTE |
| 5 months or less | 3 | 2.6 | 0 | 0 |
| 6 – 9 months | 2 | 2 | 4 | 1.8 |
| 10 – 12 months | 34 | 26.8 | 7 | 5.5 |
| 13 months or more | 5 | 5 | 3 | 1 |
| Total | **44** | **36.4** | 14 | 8.3 |

Table 5. The total number of EPs who returned to work for the same number of hours per week, in headcount.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Return to Work Hours** | **Headcount**  **2014-2015** | **Percentage**  **2014-2015** | **Headcount**  **2015-2016** | **Percentage**  **2015-2016** | **Headcount**  **2016-17** | **Percentage**  **2016-17** | **Headcount**  **2017-18** | **Percentage**  **2017-18** |
| Less | 15 | 29% | 18 | 44% | 14 | 33.3% | 12 | 30.7% |
| Same | 11 | 22% | 2 | 5% | 13 | 31% | 6 | 15.4% |
| More | 0 | 0% | 0 | 0% | 0 | 0 | 1 | 2.6% |
| Still on leave | 23 | 45% | 20 | 49% | 14 | 33.3% | 18 | 46.1% |
| Did not return | 2 | 4% | 1 | 2% | 1 | 2.4% | 2 | 5.1% |

Table 6. The current age profile of EPs in Scotland, in headcount.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age Band** | **Headcount**  **2014-2015** | **Percentage of Headcount**  **2014-2015** | **Headcount**  **2015-2016** | **Percentage of Headcount**  **2015-2016** | **Headcount**  **2016-17** | **Percentage of Headcount**  **2016-17** | **Headcount**  **2017-18** | **Percentage of Headcount**  **2017-18** |
| 30 and Under | 29 | 7% | 27 | 6.5% | 26 | 6.1% | 31 | 7.2% |
| 31 – 40 | 159 | 37% | 173 | 41.7% | 169 | 39.6% | 171 | 40.1% |
| 41 – 50 | 107 | 25% | 106 | 25.5% | 110 | 25.8% | 107 | 25.1% |
| 51 – 60 | 91 | 21% | 91 | 21.9% | 91 | 21.3% | 84 | 19.7% |
| 61 and Over | 39 | 9% |  |  | 30 | 7.2% | 33 | 7.7% |
| Prefer Not to Say / Did not complete | 5 | 1% | 6 | 1.4% | 1 | 0.2% | 0 |  |

Table 7a. Predicted retirement numbers - **2014-2015**

|  |  |  |  |
| --- | --- | --- | --- |
| When EP’s anticipated retiring: | Numbers | % of those responding  (i.e. 329) | % of workforce  (i.e. 430) |
| 12 months | 19 | 5.8% | 4.4% |
| 1-3 years | 21 | 6.4% | 3.3% |
| 3-5 years | 15 | 4.6% | 3.5% |
| Total 0-5 years | 55 | 16.7% | 12.8% |

Table 7b. Predicted retirement numbers - **2015-2016**

|  |  |  |  |
| --- | --- | --- | --- |
| When EP’s anticipated retiring: | Numbers  (Head count) | % of those responding (i.e. 249) | % of workforce  (i.e. 415) |
| 12 months | 16 | 6.4% | 3.9% |
| 1-3 years | 18 | 7.2% | 4.3% |
| 3-5 years | 14 | 5.6% | 3.4% |
| 5-10 years | 23 | 9.2% | 5.5% |
| 10 years + | 178 | 71.5% | 42.9% |
|  |  |  |  |

Table 7c. Predicted retirement numbers - **2016-2017**

|  |  |  |
| --- | --- | --- |
| When EP’s anticipated retiring: | Numbers  (Head count) | % of those responding (i.e. 397) |
| 12 months | 18 | 4.5% |
| 1-3 years | 20 | 0.5% |
| 3-5 years | 18 | 4.5% |
| 5-10 years | 49 | 12.3% |
| 10 years + | 263 | 66.2% |
| Prefer not to say | 29 | 7.3% |
|  |  |  |
|  |  |  |

Table 7d. Predicted retirement numbers-**2017-2018**

|  |  |  |
| --- | --- | --- |
| When EP’s anticipated retiring: | Numbers  (Head count) | % of those responding (i.e. 426 ) |
| 12 months | 11 | 2.6% |
| 1-3 years | 17 | 3.9% |
| 3-5 years | 19 | 4.5% |
| 5-10 years | 34 | 7.9% |
| 10 years + | 300 | 70.4% |
| Prefer not to say | 42 | 9.8% |
|  |  |  |
|  |  |  |

Table 8a. The numbers of contract terms being offered for advertised vacancies, in headcount and FTE – **2014-2015.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Permanent** | | **Temporary** | | **Fixed Term** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 12 | 8.9 | 3 | 3 | 9 | 7.9 |

Table 8b. The numbers of contract terms being offered for advertised vacancies, in headcount and FTE – **2015-2016.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Permanent** | | **Temporary** | | **Fixed Term** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 11 | 10 | 4 | 3.2 | 7 | 6 |

Table 8c. The numbers of contract terms being offered for advertised vacancies, in headcount and FTE – **2016-2017.**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Permanent** | | **Temporary** | | **Fixed Term** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 29 | 22.94 | 9 | 6 | 6 | 5.6 |

Table 8d. The numbers of contract terms being offered for advertised vacancies, in FTE- **2017-2018**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Permanent** | | **Temporary** | | **Fixed Term** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total |  | 14.6 |  | 5.4 |  | 3.8 |

Table 9. The total number of EP vacancies in Scotland, for which services have approval to recruit, in headcount and FTE.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Total Vacancies**  (Headcount)  **2014-2015** | **Total Vacancies** (FTE)  **2014-2015** | **Total Vacancies**  (Headcount)  **2015-2016** | **Total Vacancies** (FTE)  **2015-2016** | **Total Vacancies**  (Headcount)  **2016-2017** | **Total Vacancies** (FTE)  **2016-2017** | **Total Vacancies**  (Headcount)  **2017-18** | **Total Vacancies** (FTE)  **2017-18** |
| Principal Educational Psychologist | 3 | 3 | 0 | 0 | 2 | 2 | 2 | 2 |
| Depute Principal Educational Psychologist | 2 | 2 | 4 | 3.4 | 4 | 4 | 3 | 3 |
| Senior Educational Psychologist | 3 | 2.4 | 3 | 3 | 2 | 1.3 | 3 | 3 |
| Maingrade Educational Psychologist | 16 | 12.4 | 21 | 18.1 | 32 | 25.7 | 22 | 19.8 |
| Total | 24 | 19.8 | 28 | 24.5 | 40 | 33 | 30 | 27.8 |

Table 10a. The number of advertisement methods used for vacancies, for which services have approval to recruit, in headcount and FTE – **2014-2015**.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Internal** | | **External** | | **Secondment** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 13 | 10.7 | 10 | 8.9 | 0 | 0 |

Table 10b. The number of advertisement methods used for vacancies, for which services have approval to recruit, in headcount and FTE – **2015-2016**.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Internal** | | **External** | | **Secondment** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 3 | 3 | 18 | 3.7 | 1 | 1 |

Table 10c. The number of advertisement methods used for vacancies, for which services have approval to recruit, in headcount and FTE – **2016-2017**.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Internal** | | **External** | | **Secondment** | |
| Headcount | FTE | Headcount | FTE | Headcount | FTE |
| Total | 5 | 3.8 | 37 | 32.3 | 0 | 0 |

Table 11. The total number of EP vacancies in Scotland, for which services do not have approval to recruit, in headcount and FTE.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Total Vacancies**  (Headcount)  **2014-2015** | **Total Vacancies** (FTE)  **2014-2015** | **Total Vacancies**  (Headcount)  **2015-2016** | **Total Vacancies** (FTE)  **2015-2016** | **Total Vacancies**  (Headcount)  **2016-2017** | **Total Vacancies** (FTE)  **2016-2017** | **Total Vacancies**  (Headcount)  **2016-2017** | **Total Vacancies** (FTE)  **2016-2017** |
| Total | 17 | 13.02 | 22 | 16.7 | 9 | 9 | 13 | 11.2 |

Table 12a. The total number of EP vacancies in Scotland for the year **1 April 2014 to 31 March 2015**, in headcount.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Advertised**  (Headcount) | **Filled**  (Headcount) | **Re-advertised**  (Headcount) | **Unfilled**  (Headcount) |
| Principal Educational Psychologist | 4 | 3 | 1 | 0 |
| Depute Principal Educational Psychologist | 4 | 2 | 2 | 1 |
| Senior Educational Psychologist | 4 | 4 | 0 | 0 |
| Maingrade Educational Psychologist | 34 | 31 | 2 | 2 |
| Total | 46 | 40 | 5 | 3 |

Table 12b. The total number of EP vacancies in Scotland for the year **1 April 2015 to 31 March 2016**, in headcount.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Advertised**  (Headcount) | **Filled**  (Headcount) | **Re-advertised**  (Headcount) | **Unfilled**  (Headcount) |
| Principal Educational Psychologist | 2 | 2 | 1 | 0 |
| Depute Principal Educational Psychologist | 5 | 3 | 3 | 3 |
| Senior Educational Psychologist | 7 | 6 | 1 | 3 |
| Maingrade Educational Psychologist | 43 | 37 | 11 | 5 |
| Total | 57 | 48 | 16 | 11 |

Table 12c. The total number of EP vacancies in Scotland for the year **1 April 2016 to 31 March 2017**, in headcount.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Advertised**  (Headcount) | **Filled**  (Headcount) | **Re-advertised**  (Headcount) | **Unfilled**  (Headcount) |
| Principal Educational Psychologist | 3 | 3 | 1 | 0 |
| Depute Principal Educational Psychologist | 8 | 4 | 4 | 2 |
| Senior Educational Psychologist | 3 | 3 | 0 | 0 |
| Maingrade Educational Psychologist | 63 | 48 | 14 | 13 |
| Total | 77 | 58 | 19 | 15 |

Table 12d. The total number of EP vacancies in Scotland for the year **May 2017 to April 2018**, in headcount.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Advertised**  (Headcount) | **Filled**  (Headcount) | **Re-advertised**  (Headcount) | **Unfilled**  (Headcount) |
| Principal Educational Psychologist | 5 | 4 | 2 | 1 |
| Depute Principal Educational Psychologist | 10 | 10 | 0 | 0 |
| Senior Educational Psychologist | 1 | 1 | 0 | 0 |
| Maingrade Educational Psychologist | 68 | 53 | 9 | 13 |
| Total | 84 | 68 | 11 | 14 |

The unfilled numbers are more than re-advertised as some services did not re-advertise as they knew that there were no EPs available.

Table 12e. Comparison of totals by year

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Advertised | Filled | Re-advertised | Unfilled |
| 2014-15 | 46 | 40 | 5 | 3 |
| 2015-16 | 57 | 48 | 16 | 11 |
| 2016-17 | 77 | 58 | 19 | 15 |
| 2017-18 | 84 | 68 | 11 | 14 |

Table 13. Reasons for current EP vacancies in Scotland, in headcount and FTE.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Reason** | **Headcount**  **2014-2015** | **FTE**  **2014-2015** | **Headcount**  **2015-2016** | **FTE**  **2015-2016** | **Headcount**  **2016-2017** | **FTE**  **2016-2017** | **Headcount**  **2017-18** | **FTE**  **2017-18** |
| Retirement | 8 | 6.12 | 11 | 9.1 | 6 | 5.6 | 7 | 6.6 |
| Maternity Leave | 13\* | 11.5 | 17 | 16.2 | 11 | 9.5 | 17 | 16.8 |
| Promotion | 1 | 1 | 3 | 3 | 2 | 1.2 | 2 | 2 |
| Resignation | 2 | 1.4 | 5 | 4.3 | 14 | 11.8 | 12 | 12 |
| Career Break | 2\* | 1.6 | 4 | 2.9 | 4 | 2.0 | 0 | 0 |
| Long-Term Sickness | 2\* | 1.5 | 3 | 2.8 | 0 | 0 | 2 | 2 |
| Return to Work Part-Time | 8 | 3.7 | 8 | 5.63 | 3 | 2.5 | 7 | 6.6 |
| Secondment | 3\* | 2.5 | 3 | 3.3 | 1 | 0.5 | 2 | 2 |
| Other | 10 | 7.8 | 4 | 2.12 | 7 | 6.3 | 8 | 8 |

Table 14. Employment destinations of EPs in Scotland, in headcount.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Left for other employment in…** | **Headcount**  **2014-2015** | **Headcount**  **2015-2016** | **Headcount**  **2016-2017** | **Headcount**  **2017-18** |
| Other Psychological Service in Scotland | 9 | 11 | 8 | 17 |
| Other Psychological Service elsewhere in the UK | 0 | 0 | 2 | 0 |
| Other Education Services in Scotland | 1 | 1 | 3 | 0 |
| Other Education Services elsewhere in the UK | 1 | 0 | 0 | 0 |
| Secondment to Education Scotland | 3 | 2 | 0 | 1 |
| Other | 7 | 7 | 17 | 13 |

Table 15. The total number of EPs covering leave at the same, more or less FTE level, in headcount.

|  |  |  |  |
| --- | --- | --- | --- |
| **FTE level of cover compared to leave** | **Headcount**  **2014-2015** | **Headcount**  **2015-2016** | **Headcount**  **2016-2017** |
| More | 1 | 0 | 0 |
| Same | 7 | 4 | 3 |
| Less | 14 | 11.8 | 8 |

\*This was not included in 2017-18 survey.

Table 16. Total number of staff appointed through different sources of funding, in FTE.

|  |  |  |  |
| --- | --- | --- | --- |
| **Staff appointed through different sources of funding** | **FTE**  **2015-2016** | **FTE**  **2016-2017** | **FTE**  **2017-2018** |
| Scottish Government | 8.1 | 17.8 | 13.5 |
| Health | 0 | 0 | 0 |
| Through Local Authority | 1 | 6 | 5.4 |
| Other | 1 | 0 | 0 |