Evidence Brief: Psychiatry

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Key publications – the big picture

[Mental health national workforce census](#)
NHS England, May 2025
These documents aim to provide a comprehensive workforce profile of the mental health workforce in England.

[Mental health workforce report](#)
BMA, June 2024
The report assesses progress of commitments made by NHS England, NHS Improvement and Health Education England to support and expand the mental health workforce.
This report should be read alongside the companion report ['Beyond parity of esteem: achieving parity of resource, access and outcome for mental health in England'](#).

[Our workforce census](#)
Royal College of Psychiatry, May 2024
The aim of this report is to provide information at a point in time (31st March 2023) about the psychiatric workforce and staffing. This comprises numbers of consultant and specialty doctor psychiatrists posts across the UK for NHS organisations. It provides evidence for future College policy as well as a dynamic historical record of the workforce over time.
See also [Workforce shortages in mental cause 'painfully' long waits for treatment](#) (Royal College of Psychiatrists) and ['One psychiatrist per 12,567 people in England': Medics' mental health workforce warning](#) (Sky News)

[Submission to Public Accounts Committee – Inquiry into NHS England's modelling for the Long-Term Workforce Plan](#)
Royal College of Psychiatrists, May 2024

The College has several reflections related to the themes outlined by the Committee in this inquiry.

[Building a mental health workforce for the future](#)
Centre for Mental Health, April 2024
Drawing from a roundtable on the mental health workforce, co-hosted by Centre for Mental Health, Mind and the NHS Confederation's Mental Health Network, this briefing highlights the challenges facing the NHS as it seeks to implement its Long Term Workforce Plan. By bringing together people from across the health and care system, representing different professions and organisations, as well as lived experience, we were able to look at how transforming the workforce can be achieved in practice.

[Mental Health 360](#)
The King's Fund, February 2024
Mental health 360 aims to provide a '360-degree' review of mental health care in England. It focuses on nine core areas, bringing together data available at the time of publication with expert insights to help you understand what is happening in relation to mental health and the wider context.
See [Mental Health 360 | Workforce](#)

[Progress in improving mental health services in England Report – Value for money](#)
National Audit Office, February 2023
Many people will experience mental health problems in their lives. Around one in six adults in England have a common mental health disorder, and around half of mental health problems start by the age of 14. The proportion of young people estimated to have a probable mental disorder rose between 2017 and 2022, following the COVID-19 pandemic: for example, among 17- to 19-year-olds, the proportion went up from 10% to 26%.

See also [Staffing 'significant barrier' to improving mental health services](#) (Nursing Times)

[Children and Young People's Mental Health Services](#) View with a free NHSFutures log in
Getting It Right First Time (GIRFT), April 2022
Without NHS Futures log-in: Dec 2021 version can be found [here](#)
One in six (16%) children aged five to 16 years were identified as having a 'probable mental disorder', a rise from one in ten in 2004 and one in nine in 2017.3 Self-harm is more common among young people than any other age group, with 25% of women and 9.7% of men aged 16-24 reporting that they have self-harmed.4 Whilst this report focuses on the under-18population this remains a significant statistic. Given these statistics it is fortunate that there is increased resource and support for children and young people's mental health. Yet resource alone will not be enough, and this report identifies the improvements that must be made to drive efficiency and effectiveness in this vital area of healthcare.
See p. 70 for Workforce

[Mental Health Rehabilitation](#)
Getting It Right First Time (GIRFT), April 2022
The opportunity: The opportunity afforded to get it right first time for people who will benefit from mental health rehabilitation services has never been stronger or more compelling. Policy, practice, and finances are aligned in a way that has not happened for decades. The NHS Long Term Plan3 incorporates community rehabilitation as a core part of the Community Mental HealthFramework4, with significant funds assigned to the development of dedicated functions, services and teams, in all trusts by March 2024. National Institute for Health and Care Excellence (NICE) guidance for the cohort of people who require

rehabilitation and who have complex psychosis was published in August 2020.

[RCPsych Recruitment Strategy 2022-2027](#)
Royal College of Psychiatrists, 2022
'Continuing to #ChoosePsychiatry' is the name of the RCPsych Recruitment Strategy for 2022-2027.This strategy builds on the College's past work on recruitment and incorporates the wider workforce context but also to providing a more nuanced strategy to specifically promote recruitment to higher training and the consultant workforce.

[Mental Health – Adult Crisis and Acute Care](#)
Getting It Right First Time (GIRFT), April 2021
One in four adults experiences at least one diagnosable mental health problem each year, and mental illness costs the UK economy £105bn annually.1,2 In 2018/19 more than 3.2 million people in England accessed the Improving Access to Psychological Therapies (IAPT) programme and serious mental illness (SMI) services.

[CLEAR Mental Health Workforce Redesign themes](#)
CLEAR and Health Education England, March 2021
Health Education England has commissioned a programme of workforce redesign education and projects through the CLEAR (Clinically-Led workforcE and Activity Redesign) programme. This clinically led redesign approach that has already been used to great effect in the area of Urgent & Emergency Care.

[Workforce strategy 2020-2023](#)
Royal College of Psychiatrists, 2020
Our workforce strategy gives clear direction on recruiting and retaining the psychiatric workforce.

It provides a strong framework for the work of our committees and faculties on workforce, while supporting our President's priorities on equality, diversity and wellbeing.

[What staffing structures of mental health services are associated with improved patient outcomes? A rapid review](#)
NHS England National Collaborating Centre for Mental Health, 2017
The focus of this rapid review is to summarise the best available evidence on safe staffing structures of mental health teams to inform the development of specific sustainable safe staffing guidance for the National Safe Sustainable Staffing Guidance Programme Board. The starting point for the review was evidence from mental health settings. If this evidence proved to be limited, the scope was broadened to include non-mental health settings.

Case Studies

[Inclusive Recruitment Project](#)
Workforce Challenge Hub, January 2025
In September 2022, a project was initiated to improve inclusive recruitment within the West Yorkshire NHS Mental Health, Learning Disability, and Autism (MHLDA) Trusts. Funded by NHS England, this collaboration between the West Yorkshire MHLDA Workforce Collaborative and Touchstone aimed to explore innovative ways to engage, attract, support, recruit, and retain candidates from underrepresented groups for job vacancies, training, and volunteer opportunities in the NHS. This initiative supports the broader goal of making NHS recruitment practices more accessible and inclusive to address workforce gaps and health inequalities.

[Psychiatry case study (from 'Specialties in Practitioner Performance Advice cases')](#)
NHS Resolution, February 2024
Psychiatry and return to work action plan case study: Multiple episodes of mental ill-health where previous support to return to work has been insufficient

[Tackling racism in the workplace: case studies](#)
Royal College of Psychiatrists, no date
On this page you can find a range of case studies which bring the 15 actions contained in the Tackling racism in the workplace guidance to life.

[Partnership working in Doncaster to support children and young people's mental health](#)
NHS Confederation, April 2023
A multi-agency approach has led to reduced delays and improved access to help and support for children and young people in Doncaster.

See p. 66 ["The Community Enhanced Recovery Team (CERT)](#)"
(Mental health Rehabilitation GIRFT report) Free NHSFutures log in needed to view

The Star for workforce redesign

More resources and tools are available in the **Mental Health** section of [the Star](#)

Statistics

You can find relevant statistics on the Health and Care Statistics Landscape under **"Health and Care"** and use the **"Mental Health and Dementia"** filter

Mental health and learning disabilities workforce in the NHS
NHS Digital
This interactive report allows users to explore trends in the size and composition of the mental health and learning disabilities (MHLD) workforce in England.

National Data Programme

Workforce, Training and Education staff can look at the National Data Warehouse (NDL) SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

Advanced Practice

Supervision and Support for Advanced Practice Providers Entering Psychiatric Practice Abstract only*
Current Psychiatry Reports, 2025
PURPOSE OF THE REVIEW This review examines the role of advanced practice providers (APPs), such as nurse practitioners and physician assistants, in psychiatric practice and related supervision considerations. RECENT FINDINGS The number of psychiatric APPs has increased significantly in recent years, with data indicating substantial workforce expansion. APPs receive substantially fewer supervised clinical hours in training than psychiatrists. Current literature suggests that APPs report perceived feelings of inadequacy in their initial practice years, reinforcing the need for structured supervision and post-graduate training programs. Standardized best practices for APP supervision remain largely undefined. The authors critically examined recent literature related to APP practice in psychiatry and provide recommendations for a multi-tiered supervision model, ongoing competency assessments and quality monitoring, and organizational oversight to support successful integration of APPs into psychiatric practice. Future research and evaluation should focus on assessing the efficacy of supervision strategies and their impact on APP clinical outcomes.

A community child and adolescent psychiatry fellowship for nurse practitioners Abstract only*
Archives of Psychiatric Nursing 54, 2025
Over the past three decades, there has been a well-documented shortage of child and adolescent psychiatric medical providers while demand continues to rise. Youth from minority racial and ethnic backgrounds, low-income families, and rural settings are disproportionately affected, increasing disparity in access and quality of services. While psychiatric mental health nurse practitioners (PMHNP) can deliver a full range of mental health care services across the lifespan, there are discrepancies across training programs in exposure to child and adolescent cases and high quality training. To address workforce capacity needs and to improve access to psychiatric treatment for underserved youth, a PMHNP post-graduate fellowship program in community child and adolescent psychiatry was established in 2020.

Addressing critical pandemic psychiatric staffing shortages through advanced practice provider training and resources
Psychiatric Services 74(7), 2023
Over the past two years, multiple factors have exacerbated psychiatric workforce shortages. The Covid-19 pandemic has

brought dramatic increases in demand for psychiatric services (1). The national implementation of the 988 Suicide and Crisis Lifeline has led to anticipated rise in mental health services needs. Inflation and high costs of health and care delivery without commensurate increases in insurance reimbursement have compounded supply-demand challenge. The workforce shortage of psychiatrists by 2024 is projected to be between 14,280 and 31,091 (2).

Addressing Psychiatric Workforce Shortages: The Role of Advanced Practice Psychiatric Nurses and Physician Assistants
Psychiatric Services 74(7), 2023
The Controversies in Psychiatric Services columns aims to highlight different viewpoints on topics relevant to psychiatric services that have generates a debate or a divide in opinion. For this column, the editorial team chose to focus on the role of the advanced practice psychiatric nurses (APRNs) and physician assistants (PAs) in addressing psychiatric staffing shortages, asking authors to response to the following statement: Psychiatrist staffing shortages haves been exacerbated by the Covid-19 pandemic, limiting access to mental health treatment. Increasing the role of advanced practice psychiatric nurses and physician assistants in the delivery of psychiatric services is the best approach to address these shortages.

The distribution of advanced practice nurses within the psychiatric workforce Abstract only*
Journal of the American Psychiatric Nurses Association 26(1), 2020
Objective: To examine the size and distribution of the advanced practice psychiatric nurse workforce relative to the total psychiatry workforce to determine whether nurses are predominantly working in areas with higher or lower levels of behavioral health specialists.

Career choice and pathways

Medical students' attitudes toward a career in psychiatry: A realist evaluation
Academic Psychiatry, 2025
Objective There is a global recruitment crisis in psychiatry, with insufficient medical students choosing this specialty as their medical career. Previous research describes multiple interacting factors that may influence medical students' attitudes toward a psychiatry career but not which are most important for whom, in what respects, and in what contexts, nor how they interact to shape attitudes. Therefore, this study aimed to develop a theory to explain the complex factors shaping medical students' attitudes toward a psychiatry career.

Explicating the implicit: An Australian medical student's reflection on the Perspectives of Psychiatry Program for International Learners (PoPPIL)
Australasian Psychiatry 33(3), 2025
Background Medical schools are essential in promoting psychiatry as an appealing career, especially amid workforce shortages and prevailing negative perceptions that deter interest in the field. Research suggests that increasing mentorship opportunities and access to enrichment programs and electives can significantly improve attitudes towards psychiatry, encouraging more to consider it as a career path.ObjectiveTo reflect on an Australian medical student's experience in the Perspectives of Psychiatry Program for International Learners (PoPPIL) at Johns Hopkins University School of Medicine, demonstrating how the program, based on its structured multi-perspective framework, serves as an example of an enrichment activity that aligns with these recommendations.

What the next generation of doctors want from a career in psychiatry: longitudinal survey of UK trainees and medical

students
BJPsych Bulletin, 2025
Workforce planning aims to model and predict supply and demand in medical specialties. In Scotland it is undertaken jointly by the Scottish Government and the Royal College of Psychiatrists in Scotland to ensure workforce sustainability. The survey described in this paper aimed to ascertain why doctors continue to choose to take a break from/delay training programmes or pursue alternative jobs and career pathways. Career breaks, time out of training, less than full-time working patterns, dual training and non-clinical careers need to be taken into account during workforce planning not only to make psychiatry an attractive specialty to work in, but to ensure robust future sustainability in the psychiatric workforce in Scotland and the UK.

Understanding influences on psychiatry specialty selection in Victoria's Medical workforce Full text available with NHS OpenAthens account*
Australasian Psychiatry 33(3), 2025
OBJECTIVE Australia faces a psychiatrist shortage, making it crucial to understand factors influencing specialty choice and workforce retention.

Are efforts to recruit to psychiatry closing the stable door after the horse has bolted? Knowledge and attitudes towards a career in psychiatry amongst secondary (high) school students: a UK-based cross-sectional survey
Journal of Mental Health 33(1), 2024
BACKGROUND Internationally there is a shortage of psychiatrists, whilst clinical psychology training is generally oversubscribed. School students interested in psychological health may not be aware of the possibility of studying medicine before specialising in psychiatry. This has implications for the mental health workforce. AIMS To evaluate the knowledge and

attitudes relating to a potential career in psychiatry amongst secondary (high) school students.

The impact of badmouthing of medical specialties to medical students Abstract only*
Irish Journal of Psychological Medicine, 2024
OBJECTIVES This study aimed to evaluate the proportion of Irish medical students exposed to 'badmouthing' of different specialities and to ascertain: the degree of criticism of specialities based on the seniority of clinical or academic members of staff; if 'badmouthing' influenced student career choice in psychiatry; and attitudes of medical students towards psychiatry as a speciality and career choice.

Parity of esteem within the biopsychosocial model: is psychiatry still a psychological profession?
BJPsych Bulletin 47(6), 2023
In recent years, the Royal College of Psychiatrists has been engaged in activities to ensure parity of esteem for mental health within the National Health Service, seeking to bring resources and services more in line with those available for physical health conditions. Central to this has been the promotion of psychiatry as a profession that takes a biopsychosocial approach, considering all aspects of the patient's presentation and history in the understanding and treatment of mental disorders. However, there has been a drift away from considering the psychological aspects of the patient's difficulties in recent years. This potentially has profoundly negative consequences for clinical care, training, workforce retention and the perception of our identity as psychiatrists by our colleagues, our patients and the general public. This editorial describes this issue, considers its causes and suggests potential remedies. It arises from an overarching strategy originating in the Royal College of Psychiatrists Medical Psychotherapy Faculty to ensure parity of

esteem for the psychological within the biopsychosocial model.

Factors that influence psychiatric trainees' choice of higher training specialty: mixed-methods study
BJPsych Bulletin 47(3), 2022
AIMS AND METHOD: Factors influencing trainees' decisions about choosing and remaining in higher training subspecialties have not been widely researched. We administered telephone questionnaires to higher specialist trainees in the north-east of England to ascertain what influences these decisions. Thematic analysis was employed to develop overall constructs.

Factors associated with interest in psychiatry in UK medical students: qualitative study
BJPsych Bulletin 47(1), 2021
Aims and method: This study aimed to explore factors that positively influence UK medical students' interest in psychiatry. Delegates and committee members of the National Student Psychiatry Conference 2018 were invited to participate in individual semi-structured interviews. Nine interviews were conducted. Qualitative data were analysed using thematic analysis.

Conference abstract: Are uk higher psychiatry trainees using special interest sessions to develop their career pathways as intended? what might help achieve this goal? Abstract all
European Psychiatry 64, 2021
Introduction: UK Psychiatry Trainees are allocated one day per week in their final three years of training to use for "a clinical or clinically related area of service which cannot be provided within the training post but which is of direct relevance to the prospective career pathway of the trainee". It is unclear how trainees in the East of England are using this time and what could help them optimise use of this time. We completed a survey to evaluate these areas. Objective(s): To determine

details of how Special interest sessions (SIS) are spent by trainees: How much support/ planning for SIS is available and if this is adequate. Whether trainees feel they are able to use their SIS for its intended purpose of providing "a clinical or clinically related area of service which cannot be provided within the training post but which is of direct relevance to the prospective career pathway of the trainee" Exploration of barriers/tensions to maximizing use of SIS. SIS Record keeping What advice would trainees give re: special interest sessions to a new SPR? What lessons can be drawn to assist trainees from other countries/ training programmes to maximise their own development.

Are efforts to recruit to psychiatry closing the stable door after the horse has bolted? Knowledge and attitudes towards a career in psychiatry amongst secondary (high) school students: a UK-based cross-sectional survey
Journal of Mental Health 33(1), 2021
BACKGROUND: Internationally there is a shortage of psychiatrists, whilst clinical psychology training is generally oversubscribed. School students interested in psychological health may not be aware of the possibility of studying medicine before specialising in psychiatry. This has implications for the mental health workforce., AIMS: To evaluate the knowledge and attitudes relating to a potential career in psychiatry amongst secondary (high) school students.

Millennials in Psychiatry: Exploring Career Choice Factors in Generation Y Psychiatry Interns Abstract only*
Academic Psychiatry 44(6), 2020
Objective: There is a national shortage of psychiatrists. To grow the workforce, educators must understand the factors that influence the choice of psychiatry as a specialty for medical students in the Generation Y cohort.

[Using experts by personal and professional experience (EPPE) to increase interest in psychiatry as a career at sixth-form level](#)
Abstract only*
Psychiatria Danubina 31, 2019
Background: Psychiatrists play a multifaceted and critical role in improving the lives of people with mental illness. However, despite how rewarding, important and thrilling a career in mental health is, there continues to remain a shortage of psychiatrists in Low-, Middle- and High-Income Countries. There has been resurgence in interest in improving the image of psychiatry over recent years and several initiatives have been launched to increase recruitment into the specialty at Sixth Form level in the UK.

[Applying the apprenticeship model to psychiatry: An evaluation](#)
Progress in Neurology and Psychiatry 22(1), 2018
Working within the 'firm', long the bedrock of medical student clinical education, has been in recent demise. This article assesses the success of an apprenticeship scheme piloted within a mental health setting for fourth year medical students. The results show that it was possible and indeed successful in terms of fulfilling the basic tenets of the apprenticeship model. It was also found to be a novel method of increasing the likelihood of students considering psychiatry as a future career.

[Innovative approaches to improving the image of psychiatrists and psychiatry amongst medical students and doctors in the UK](#)
Abstract only*
Psychiatria Danubina 30, 2018
In this paper we identify some of the critical factors that contribute to the ongoing shortage of psychiatrists in the UK. We discuss initiatives that have been launched to try and encourage more medical students and trainee doctors to choose psychiatry as a career. We describe the innovative anti-stigma Wounded Healer programme that was pioneered in the UK with the aim of improving the image of psychiatry and psychiatrists and that was subsequently scaled up and rolled out to over 65,000 medical students and doctors in 14 countries in five continents worldwide. We conclude, with some suggestions that we believe will help recruitment efforts into psychiatry.

Covid-19

[Staff experiences with videoconferences during the COVID-19 pandemic in forensic psychiatry outpatients](#)
Nordic Journal of Psychiatry 78(5), 2024
Aim: To describe staff experiences with the use of videoconferences with forensic psychiatric outpatients during the COVID-19 pandemic. Method: Semi-structured interviews with staff at forensic community services in the Region of Southern Denmark.

[Determinants of workload-related clinician stress levels in general hospital consultation liaison psychiatry services during the COVID-19 pandemic in England and Ireland. Short report](#)
Journal of Psychosomatic Research 177, 2024
OBJECTIVE To explore workload-related stress levels experienced by consultation liaison psychiatry (CLP) staff in England and Ireland, and factors relevant to such a burden, during the COVID-19 pandemic.

[Understanding the impact of the COVID-19 pandemic on psychiatric trainees and what can help](#)
BJPsych Bulletin 47(4), 2023
The COVID-19 pandemic has increased rates of psychological distress and burnout in healthcare staff. How can we understand our experiences of the pandemic? We reflect on the experiences of psychiatry trainees in two north London mental health trusts.

The Impact of COVID-19 on Burnout, Psychological Well-being, and Work Satisfaction in Psychiatry Trainees in Ireland
Academic Psychiatry 46, 2022
Objective: Prior to the pandemic, trainee doctors were at higher risk of psychological ill health. There is limited evidence measuring the impact of COVID-19 on psychiatry trainees. This study evaluates levels of burnout, work satisfaction, and psychological well-being in psychiatry junior doctors in Ireland and identifies potential contributing factors

Teaching psychiatry to medical students in the time of Covid-19 : experiences from UK medical schools
BJPsych 46(6), 2021
Aims and method: Education leads for undergraduate psychiatry in UK medical schools completed questionnaires on adaptations made to undergraduate psychiatry education, their impact and what lessons could be learnt for the future. Results: Respondents from 24 medical schools across the UK reported a major shift to online teaching delivery, with reduced workplace learning and increased use of teleconferencing, online tasks and self-directed learning. Changes were implemented with some faculty training provided, but little additional funding or resources from medical schools or National Health Service trusts. A variety of challenges and opportunities were reported.

Digital psychiatry and COVID-19: The Big Bang effect for the NHS?
BJPsych Bulletin 45(5), 2021
Abstract: The COVID-19 pandemic has brought untold tragedies. However, one outcome has been the dramatically rapid replacement of face-to-face consultations and other meetings, including clinical multidisciplinary team meetings, with telephone calls or videoconferencing. By and large this form of remote consultation has received a warm welcome from both patients and clinicians. To date, human, technological and institutional barriers may have held back the integration of such approaches in routine clinical practice, particularly in the UK. As we move into the post-pandemic phase, it is vital that academic, educational and clinical leadership builds on this positive legacy of the COVID crisis. Telepsychiatry may be but one component of 'digital psychiatry' but its seismic evolution in the pandemic offers a possible opportunity to embrace and develop 'digital psychiatry' as a whole.

Lessons for psychiatrists from the COVID pandemic: the need for expanded roles and additional competencies Full text available with NHS OpenAthens account*
International Review of psychiatry 33(8), 2021
Abstract: The disaster of the COVID-19 pandemic has fundamentally changed the norms of psychiatric practice: from its methods of care delivery to its methods of practice. Traditional methods of care delivery using in-person visits became impractical or unsafe. Meanwhile, the pandemic has resulted in an increased demand for services. The resulting pivot to telepsychiatry required a skillset that was not a part of traditional psychiatry training. To meet the demand for services, many providers needed to join collaborative models of care to help scale their expertise. Although many innovative collaborative models of care exist, providers remain in their traditional consultative roles within many of those models. In a disaster, when there is an expanding mental health care need in the population, psychiatrists need to adapt their practice to meet expanded roles that naturally build on their usual ones. We explore the expanded roles that psychiatrists will need to fill based on what is known about the field of disaster mental health and principles from Psychological First Aid (PFA).

COVID-19, medical education and the impact on the future psychiatric workforce
BJPsych Bulletin 45(3), 2020

Since the start of the COVID-19 pandemic the UK's National Health Service (NHS) has been transformed to meet the acute healthcare needs of infected patients. This has significantly affected medical education, both undergraduate and postgraduate, with potential long-Term implications for psychiatric recruitment. This article discusses these ramifications, and the opportunities available to mitigate them as well as to enhance the profile of psychiatry.

[Psychiatrist experience of remote consultations by telephone in an outpatient psychiatric department during the COVID-19 pandemic](#)
Irish Journal of Psychological Medicine 38(2), 2020
Objective In response to the COVID-19 pandemic, there has been a shift globally from face-to-face consultations to remote consultations. In our department, remote consultations have taken in the form of telephone consultations. In this paper, we set out to study a group of Irish psychiatrists' experience of these consultations.

[Virtual psychiatric care fast-tracked: reflections inspired by the Covid-19 pandemic](#)
BJPsych Bulletin 46(1), 2020
For many patients and healthcare providers, the move to virtual psychiatric care has been fast-tracked by the COVID-19 pandemic. In this article, we consider a patient perspective and a provider perspective on the transition to virtual psychiatric care and its strengths and limitations, as well as a call for much-needed future research.

Education and training

[Clinical Neuroscience Education in Psychiatry Residency Training: Where Do We Go from Here?](#) Abstract only*

Harvard Review of Psychiatry 33(3), 2025
The growing body of clinical neuroscience knowledge is transforming the psychiatry field. Today's psychiatrists must have strong command of clinical neuroscience and its applications to clinical practice. Over the past few decades, increased emphasis has been placed on clinical neuroscience education for psychiatrists and psychiatric trainees; residency training serves as a primary avenue for such educational intervention. These efforts, however, have been met with varying beliefs, attitudes, and responses. In this perspective, we examine the existing literature on clinical neuroscience education in North American psychiatry residency training programs as reported by department chairs, program directors, practicing psychiatrists, and trainees.

[Psychiatry training in autism spectrum disorder and intellectual disability: Ongoing gaps and emerging opportunities](#)
Autism, 27(3), 2022
Autism spectrum disorder and intellectual disability are associated with psychiatric comorbidities, yet a 2009 study of US child and adolescent psychiatry program directors indicated that psychiatry residents receive insufficient training in autism spectrum disorder/intellectual disability. This follow-up study surveyed child and adolescent psychiatry and general psychiatry program directors to assess (1) the current extent of residency training in autism spectrum disorder/intellectual disability, (2) program director perceptions of educational topics and resident competency in autism spectrum disorder/intellectual disability, and (3) preferred resources to strengthen autism spectrum disorder/intellectual disability training.

[Uncovering trends in training progression for a national cohort of psychiatry trainees: discrete-time survival analysis](#)
BJPsych Open 7(4), 2021
BACKGROUND: The global rise in mental health issues calls for

a strong psychiatry workforce. Yet, psychiatry training worldwide is facing recruitment challenges, causing unfilled consultant posts and possibly threatening the quality of patient care. An in-depth understanding of trainees' progression through training is warranted to explore what happens to recruited trainees during training., AIMS: To uncover current trends in psychiatry trainees' progression through training in the UK.

Exploring UK medical school differences: The MedDifs study of selection, teaching, student and F1 perceptions, postgraduate outcomes and fitness to practise
BMC Medicine 18(1), 2020
Background: Medical schools differ, particularly in their teaching, but it is unclear whether such differences matter, although influential claims are often made. The Medical School Differences (MedDifs) study brings together a wide range of measures of UK medical schools, including postgraduate performance, fitness to practise issues, specialty choice, preparedness, satisfaction, teaching styles, entry criteria and institutional factors.

Equality, Diversity, and Inclusion

Trends in gender and ethnic diversity among US psychiatry residents: A 5-year analysis
Psychiatry and Clinical Neurosciences Reports 3(4), 2024
This study aims to analyze trends in gender and ethnic diversity among incoming US psychiatry residents over the past 5 years. Physician diversity improves patient care as minority physicians often serve underserved communities and address health disparities. Increasing the representation of women and underrepresented minorities in medicine is essential for preparing a physician workforce that can effectively care for an increasingly diverse population. This study highlights the importance of efforts to enhance diversity within the field of psychiatry.

Gender Diversity in the Psychiatric Workforce: It's Still a (White) Man's World in Psychiatry Abstract only*
Child and Adolescent Psychiatric Clinics of North America 33(1), 2024
Academic psychiatry has slightly higher rates of women in the upper ranks and leadership positions than academic medicine as a whole but women continue to be seriously underrepresented. Psychiatry departments should take specific steps to address barriers for women in psychiatry including harassment and discrimination, Imposter Syndrome, lack of mentorship and sponsorship, work-life integration issues, and overinvolvement in nonpromotion generating activities. Addressing these barriers within academic psychiatry will improve the environment for all minorities.

Disability Inclusion in Psychiatry: Strategies to Improve and Increase Diversity Within the Psychiatrist Workforce Abstract only*
Child and Adolescent Psychiatric Clinics of North America 33(1), 2024
The number of psychiatrists with disabilities is not well studied but the inclusion of mental health providers with disabilities is integral for the betterment of psychiatry and patient care.

Building a Diverse Psychiatric Workforce for the Future and Helping Them Thrive: Recommendations for Psychiatry Training Directors
Child and Adolescent Psychiatric Clinics of North America 33(1), 2024
The COVID-19 pandemic and murder of Mr George Floyd served as catalysts for examining antiracism efforts in psychiatry training programs and health care systems. Our recruitment and

retention of Black, Indigenous, and other racial/ethnic minority psychiatry trainees has not met the demand for care and does not represent the communities served. Training directors at a critical juncture in creating systemic changes to recruitment, retention, policies, and curricular competencies to address ongoing inequities and disparities in health care. We describe several strategies and considerations for training directors in supporting a diverse psychiatric workforce.

[Workplace experiences of LGBTQIA+ trainees, staff, and faculty in academic psychology, psychiatry, and neuroscience departments](#)
Psychology & Sexuality 15(4), 2024
People identifying as lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, or other gender identities or sexual orientations (LGBTQIA+) often face workplace bias or discrimination. Unique dynamics in academic neuroscience, psychology, and psychiatry departments warrant specific investigation. Trainee, staff, and faculty participants (N = 534) completed an online survey assessing identity and workplace experiences.

[Renewal of academic psychiatry without addressing gender equity will render it Jurassic rather than endangered](#) Abstract only*
The Australian and New Zealand Journal of Psychiatry 57(3), 2023
Abstract: While two editorials have raised concerns about the decline in Australian academic psychiatry, for a genuine rejuvenation to ever occur, we will need to re-examine how women can be better included in this important endeavour. While attainment of fellowship has reached gender parity, academic psychiatry has disappointingly lagged, with 80% of its senior leadership roles across Australia and New Zealand still held by men, with a similar situation in the United Kingdom and the

United States as well as many other countries. Encouraging women into academic psychiatry is not only critical to progress as a profession but also will help address the current blindness to sex differences in biological psychiatry, as well the social impact of restrictive gender norms and the effects of gender-based violence on mental health. This potentially creates opportunities for significant gains and insights into mental disorders.

[Psychiatrists on boards: The diversity of psychiatrists working as board directors in Mental Health Trusts in England](#) Full text available with NHS OpenAthens account*
BMJ Leader 5(4), 2021
Background The lack of diversity in healthcare leadership has been reported as a risk factor for the impact of the COVID-19 pandemic on black and ethnic minority healthcare staff. The medical workforce is increasingly diverse but not necessarily in its senior leadership.

[Gender equality in academic psychiatry in the UK in 2019](#)
BJPsych Bulletin 45(3), 2020
Aims and method To investigate whether gender balance in academic psychiatry in the UK has improved since a 2005 initiative to encourage career progression for female academics in UK universities. We surveyed the gender of academic psychiatrists across the UK and compared our findings with our previous 2003 London-wide survey and with the Royal College of Psychiatrists' 2001 workforce census.

Leadership

[The Royal College of Psychiatrists' Leadership and Management Fellow Scheme](#)
BJPsych Bulletin 46(3), 2021

Abstract: The Royal College of Psychiatrists' Leadership and Management Fellow Scheme aims to develop and support a new cohort of leaders within psychiatry. This article provides an introduction to the scheme, which is accessible to all higher trainees with the support of their host organisation. We explore its development, structure and how it is evolving to provide a strong platform for achieving the College's ambition to benefit patient care by embedding a culture of medical leadership within mental health services.

Psychiatric leadership development in postgraduate medical education and training
BJPsych Bulletin 46(3), 2021
Abstract: The value of strong, compassionate medical leadership in the delivery of high-quality care to patients within mental health services is clear. Leadership development, however, is far less well explored. This article is for psychiatric trainees, trainers and mental health organisations. It provides an introduction to the importance of leadership development within postgraduate medical training, the theory that should underpin its delivery, and the opportunities for both informal and formal leadership development within psychiatric training.

Nurses' leadership in psychiatric care-A qualitative interview study of nurses' experience of leadership in an adult psychiatric inpatient care setting
Journal of Psychiatric and Mental Health Nursing 29(5), 2021
Introduction Research shows that psychiatric nursing care puts additional demands on the nurse as a leader due to the psychological complexity of care. Experience and leadership training are most important to exert leadership. In Sweden, demands for leadership exist already at the beginning of a nursing career, and in psychiatry, it may lead to an overwhelming workload. Aim/Question The aim of the present study is to highlight nurses' experiences of leading the psychiatric nursing care in an adult psychiatric context.

New Ways of Working

Establishing a psychiatry clinic within an Australian publicly funded specialist obesity service Abstract only*
Australasian Psychiatry, 2025
January 2023, the Canberra Health Services Department of Bariatric Medicine introduced a psychiatry clinic into its model of care to optimise the management of patients with comorbid obesity and mental illness. This paper describes the scope of the psychiatry clinic and reviews patient characteristics and management during the first year of operation.

The integration of physician associates into Lancashire and South Cumbria NHS Foundation Trust: A new role to address the challenge of physical health in mental health
BJPsych Bulletin 49(1), 2025
These strategies showcase how physician associates can be successfully integrated within the in-patient psychiatry MDT, ensuring that they feel welcome and valued and allowing them to develop skills and competence in their roles while being safely supervised. LSC and physician associates will work collaboratively in reviewing and implementing the Royal College of Psychiatrists physician associate guidelines for employers, supervisors and practitioners to ensure that physician associate practice is safe and that governance processes around their supervision and employment are clear. During a time in which in-patient physical and mental health acuity is changing, with potential under-recognition of how physical health needs contribute to this, as well as current workforce challenges, it is important to welcome innovative roles that can supplement existing ways of working. Using the methods outlined above may

help other mental health trusts to recruit and retain physician associates in their workforce.

[Role of clinical attachments in psychiatry for international medical graduates to enhance recruitment and retention in the NHS](#)
BJPsych Bulletin 48(3), 2024
AIMS AND METHOD There are numerous challenges in the recruitment and retention of the medical workforce in psychiatry. This mixed-methods study examined the role of psychiatry clinical attachments for international medical graduates (IMGs) to enhance recruitment and retention. An online survey was launched to capture views and perceptions of IMGs about clinical attachments. The quantitative and qualitative responses were analysed to elicit findings.

Placements

[Feeling stuck: exploring experiences of junior doctors](#) Full text available with NHS OpenAthens account*
Irish Journal of Psychological Medicine 41(1), 2024
OBJECTIVES Staff working in mental health services provide care for individuals with a variety of difficulties, which can pose treatment challenges. Perceived lack of progress in patients can engender uncomfortable feelings within the clinician, such as frustration, 'heartsink' and 'feeling stuck'. The aim of this study was to explore the phenomenon of 'feeling stuck' amongst NCHDs in psychiatry.

[Early career doctors' experiences of psychiatry placements: A qualitative study](#) Abstract only*
Medical Teacher 43(10), 2021
INTRODUCTION: On completion of a medical degree, junior doctors in the UK undergo a 2 year Foundation Programme.

Since 2016, 45% of Foundation Programme doctors are required to undertake a psychiatry placement during foundation training. During this time, recruitment to Core Psychiatry Training has fluctuated, dropping to a 69% fill rate in 2017. METHOD(S): With the support of the Royal College of Psychiatrists, Health Education England and the UK Foundation Programme Office, a large-scale study was formulated utilising semi-structured focus groups. These exploring participant experiences help to understand how and if the psychiatry foundation placements are valuable, and their potential influence on a trainee choosing psychiatry as a career. A framework analysis was used to analyse data. when designing and constructing placement aims.

[Junior doctor psychiatry placements in hospital and community settings: A phenomenological study](#)
BMJ Open 7(9), 2017
Objectives: The proportion of junior doctors required to complete psychiatry placements in the UK has increased, due in part to vacant training posts and psychiatry career workforce shortages, as can be seen across the world. The aim of this study was to understand the lived experience of a Foundation Year 1 junior doctor psychiatry placement and to understand how job components influence attitudes.

Recruitment and Retention

[Enhancing Child and Adolescent Psychiatry Recruitment Through a Medical Student Mentorship Network: A Qualitative Study](#) Full text available with NHS OpenAthens account*
Academic Psychiatry 47(2), 2023
Objective: There is a shortage of psychiatrists necessary to meet the clinical needs of children and adolescents. Efforts over the past decade to enhance the workforce have had a limited impact. This study sought to identify the critical components of a

medical student mentorship network designed to increase recruitment into the subspecialty.

[Evaluating workforce needs for higher specialist training for psychiatry of intellectual disability in Kent, Surrey and Sussex: A workforce scoping service evaluation](#)
Advances in Mental Health and Intellectual Disabilities 17(1), 2023
Purpose: Whilst recruitment and retention of high-quality staff is vital to providing a good service, at the time of the evaluations, Kent, Surrey and Sussex (KSS) was the only area of the UK without a Higher Specialist Training (HST) scheme in intellectual disability (ID). The purpose of this project was to identify barriers to recruitment and support the need for change.

[The retention of training doctors in the Irish health system](#)
Irish Journal of Medical Science 192(6), 2023
BACKGROUND There is limited quantitative evidence on the migration patterns of training doctors in Ireland. The aim of this study is to estimate the number of trainee doctors leaving the Irish health system and the numbers returning.

[Psych Socs: Student-led psychiatry societies, an untapped resource for recruitment and reducing stigma](#)
BJPsych Bulletin 44(3), 2020
Abstract: Medical recruitment and retention are national problems. Psychiatry has been more affected than many specialties, as a result of stigma from the public and other healthcare professionals. The Royal College of Psychiatrists has undertaken several initiatives to redress this, notably the 'Choose Psychiatry' campaign. In this editorial we argue that student-led university psychiatry societies are a wonderful but frequently untapped resource to help attract the brightest and best medical students to our profession. We describe the activities of three 'Psych Socs' across the UK and propose next steps to continue

this work.

Remote working and telepsychiatry

[Telemedicine Prescribing by US Mental Health Care Providers: National Cross-Sectional Survey](#)
JMIR Formative Research 9, 2025
Background In the post pandemic era, telemedicine continues to enable mental health care access for many people, especially persons living in areas with mental health care provider shortages. However, as lawmakers consider long-term telemedicine policy decisions, some question the safety and appropriateness of prescribing via telemedicine, and whether there should be requirements for in-person evaluation, especially for controlled substances.

[A perinatal psychiatry access program to address rural and medically underserved populations using telemedicine](#)
BMC Women's Health 25(1), 2025
BACKGROUND Although highly prevalent, most perinatal mental health and substance use disorders often go unrecognized, undiagnosed, and untreated. Perinatal Psychiatry Access Programs have emerged as a successful model to increase the capacity of front-line maternal health care providers to address perinatal mental health conditions through education, consultation, and increased resources and referrals.

[Using Academic Consultation-Liaison Telepsychiatry to Meet the Mental Health Needs of Complex, Medically Ill Patients in Underserved Areas: A Case Report](#) Abstract only*
Telemedicine Journal and E-Health 30(3), 2024
Background: The nationwide shortage of mental health resources often disproportionately affects rural areas. As innovative strategies are required to address mental health resource shortages in rural areas, telepsychiatry consultation

(TPC) may represent a population health-oriented approach to bridge this gap. In this case report, we examine the use of TPC from an academic consultation-liaison psychiatry service to a rural community hospital.

Examining Burnout and Perspective on Videoconferencing in the Mental Health Workforce Abstract only*
Telemedicine Journal and E-Health 30(7), 2024
Objective: To examine burnout and perspectives on videoconferencing over time for the mental health workforce.

Evaluation of Telepsychiatry Services Implementation in Medical and Psychiatric Inpatient Settings: A Mixed-Methods Study
Abstract only*
Telemedicine Journal and E-Health 29(8), 2023
Introduction: Telepsychiatry consultation for rural providers may help address local staffing needs while ensuring timely and appropriate care from behavioral health experts. The purpose of this study was to assess the implementation of a telepsychiatry consultation service within medical and psychiatry inpatient units of hospitals serving predominantly rural areas.

Remote Telepsychiatry Workforce: a Solution to Psychiatry's Workforce Issues Full text available with NHS OpenAthens account*
Current Psychiatry Reports 22(2), 2020
Purpose of Review: The purpose of this paper is to demonstrate how a remote workforce may increase access to care while reducing physician burnout. We review workforce issues and organizational and individual obstacles for implementing a telepsychiatry workforce including administrative, logistical, and clinical considerations and offer resources for how to overcome barriers that may arise in implementing a remote workforce.

Staff experiences

Staff Attitude Towards Coercive Measures in Hospital and Community Psychiatric Settings
Journal of Clinical Medicine 14(9), 2025
Background/Objectives: The use of coercive measures in psychiatry is an ethically controversial issue. Staff attitude towards coercive measures could explain the different application frequencies of coercive measures across psychiatric services.

Moral distress among inpatient child and adolescent psychiatry staff: a mixed-methods study of experiences and associated factors
Child and Adolescent Psychiatry and Mental Health 19(1), 2025
BACKGROUND Moral distress among healthcare staff is associated with emotional strain and workforce attrition but remains insufficiently explored in child and adolescent psychiatry (CAP). We investigated the experiences and factors contributing to moral distress among staff in inpatient CAP.

Telepsychiatry Expansion of Inpatient Psychiatry Services During the COVID-19 Pandemic
Hospital Pediatrics 15(3), 2025
During the early COVID-19 pandemic, most psychiatric facilities did not admit SARS-CoV-2-positive youth, resulting in prolonged emergency department (ED) boarding and delayed psychiatric care. In response, our hospital enacted a small, single-site, innovative pilot enabling psychiatric admission of SARS-CoV-2-positive patients with lower behavioral acuity to an inpatient medical unit for comprehensive telepsychiatry programming. Patients transferred to the Telepsychiatry Model from our EDs or hospital medicine service after medical clearance. Psychiatrists from our adjacent traditional inpatient psychiatry unit (IPU) provided day-to-day care in partnership with medical nurses,

behavioral health specialists, and consulting hospitalists on the general medical unit, and our traditional IPU's standard treatment protocol, milieu-based group therapy, was delivered via telehealth.

[Psychiatry trainee experience of working in a child and adolescent eating disorder program](#) Full text available with NHS OpenAthens account*
Australasian Psychiatry 32(1), 2024
OBJECTIVES Eating disorders are serious psychiatric conditions that affect people of all ages. Many psychiatry trainees' first and only experience with eating disorders during training is their Child and Adolescent Psychiatry (CAP) rotation. This study aimed to explore the learning experience of psychiatry trainees working within an Eating Disorder Program (EDP) during their CAP rotation.

[Coping with Administrative Workload: a Pilot Study in the Usefulness of a Workshop for Psychiatric Trainees](#)
Academic Psychiatry 47(5), 2023
OBJECTIVE Administrative workload may have detrimental effects on medical postgraduate trainee satisfaction, capacity, and quality of care. Best-practice guidelines to help trainees cope have yet to be developed. This study explores perceptions of factors that influence the experience or amount of administrative workload at the personal and workplace level and evaluates the usefulness of a workshop on coping with this workload.

['You get this conflict between you as a person and you in your role...that changes you': A thematic analysis of how inpatient psychiatric healthcare staff in the UK experience restraint, seclusion, and other restrictive practices](#) Abstract only*
International Journal of Mental Health Nursing 30(6), 2021 A high proportion of psychiatric inpatients experience Restrictive

Practice (RP) during admission. Numerous reports have highlighted adverse effects on patients and staff. However, qualitative research focussed on experience, impact, and coping mechanisms of healthcare staff in the UK is limited. Therefore, this study explored psychiatric healthcare staff experience of RP on inpatient wards in the UK.

Wellbeing, resilience, and burnout

[World Psychiatric Association-Asian Journal of Psychiatry Commission on the Mental Health and Wellbeing of International Medical Graduates](#)
Asian Journal of Psychiatry 93, 2024
Historically, doctors have migrated for a range of personal, educational, economic, and political reasons. Likewise, medical students from many countries have moved abroad to complete their training and education and may or may not return to their country of origin. Within this context, globalisation has had a major impact on medical education and healthcare workforces, contributing to recent migration trends. Globalisation is a complex phenomenon with positive and negative outcomes. For example, lower-income countries are regularly losing doctors to higher-income areas, thereby exacerbating strains on existing services. Across various national healthcare settings, migrating International Medical Graduates (IMGs) can face socioenvironmental and psychosocial pressures, which can lead to lower mental wellbeing and undermine their contributions to clinical care. Rates of stress and burnout are generally increasing for doctors and medical students. For IMGs, stressors related to migration, acculturation, and adjustment are not dissimilar to other migrants but may carry with them specific nuances. Accordingly, this Commission will explore the history of IMG trends and the challenges faced by IMGs, proposing recommendations and solutions to support their mental health and wellbeing.

Workplace trauma and professional quality of Life in clinical and forensic psychiatry: the CRITIC study
Frontiers in Psychiatry 15, 2024
Background Frontline staff in psychiatry need to perform at a very high professional level in order to ensure patient and community safety. At the same time they are exposed to high levels of stress and workplace trauma. This may have severe consequences for their professional quality of life. In addition, health care workers in general have higher incidence levels of childhood adversity than the general population. The CRITIC (CRITical Incidents and aggression in Caregivers) Study aims to improve increased understanding of the interaction between personal life history (childhood adversity and benevolence), individual capabilities, exposure to trauma and violence at work and Professional Quality of Life (ProQOL).

Psychiatry as a vocation: Moral injury, COVID-19, and the phenomenology of clinical practice
Clinical Ethics 19(2), 2024
In this article, we focus on a particular kind of emotional impact of the pandemic, namely the phenomenology of the experience of moral injury in healthcare professionals. Drawing on Weber's reflections in his lecture Politics as a Vocation and data from the Experiences of Social Distancing during the COVID-19 Pandemic Survey, we analyse responses from healthcare professionals which show the experiences of burnout, sense of frustration and impotence, and how these affect clinicians' emotional state. We argue that this may relate to the ethical conflicts they experience when they are forced to make clinical decisions where there are no optimal outcomes, and how in turn that impacts on their own emotional state. We then further examine the notion of 'burnout' and the phenomenology of 'moral injury'.

Workplace bullying of psychiatric trainees: systematic review
BJPsych Bulletin, 2024
AIMS AND METHOD We aimed to systematically review primary studies exploring workplace bullying of psychiatric trainees, including rates, forms of bullying, perpetrators and help-seeking. We searched Ovid MEDLINE, PubMed, CINAHL, PsycINFO and Embase using PRISMA guidelines. The inclusion criterion was primary research papers surveying or interviewing psychiatry trainees with respect to perceived workplace bullying by staff members. Exclusion criteria were secondary research papers and papers whose only focus was bullying by patients or carers.

Female patient violence experienced by female qualified nurses working in an inpatient psychiatric department Abstract only*
International Journal of Mental Health Nursing 32(5), 2023
Whilst there is an increasing prevalence of healthcare staff facing aggression, psychiatric nurses are thought to be most at risk; with such events being a hazard to their physical, emotional and psychological health. This study explored how patient violence is experienced by qualified nurses employed in an in-patient psychiatric facility in the Kingdom of Saudi Arabia (KSA).

Violations and Abusive Events as Experienced by Staff Within Adult Psychiatric Care: A National Cross-Sectional Survey
Abstract only*
Ethical Human Psychology and Psychiatry 25(1), 2023
Background: Previous research has emphasized the high prevalence and far-reaching consequences of violations of ethical principles in patient care. Aim(s): To study the extent of violations perceived by healthcare professionals in Swedish adult psychiatric care.

Moral injury and associated context, contributors and consequences within mental healthcare professionals: a scoping review Abstract only*

Postgraduate Medicine 135(7), 2023
OBJECTIVES We sought to examine the contributory factors as well as consequences of moral injury amongst healthcare workers within mental healthcare settings.

Conference abstract: Resilience and wellbeing in mental health workforce: why it matters and how to develop it Abstract all available
European Psychiatry 65(Special Issues 1), 2022
Resilience, mental health, and well-being are currently being discussed in general and for healthcare workers. Employees in the mental health workforce are subject to a variety of stresses. There have been long-standing stresses due to structural and discipline-specific conditions. In addition, there are special challenges due to the pandemic. The systemic perspective of the biopsychosocial model of human development focuses on biochemical, muscular-neuronal, emotional, cognitive, and environmental risk and protective factors.

Burnout within forensic psychiatric nursing: Its relationship with ward environment and effective clinical supervision?
Journal of Psychiatric and Mental Health Nursing 26(7-8), 2019
What is known about this subject?: Burnout is a prominent issue in psychiatric nursing and associated with significant adverse consequences for staff, service users and at an organizational level. Exploration of the extent and predictors of burnout in secure settings has received little research attention. It is not fully understood why prevalence rates of burnout in forensic settings are not elevated in comparison to other settings, despite the presence of known risk-related correlates. What this paper adds to existing knowledge?: In contrast to previous research, findings suggest that clinical supervision may not be an effective, stand-alone intervention to support staff experiencing burnout. Thus, the current focus on clinical supervision to mitigate burnout may be insufficient in forensic services. The ward environment

(specifically how safe staff feel, how therapeutic the ward feels and how well service users relate to one another) was found to be more important than clinical supervision in terms of burnout for forensic psychiatric nursing staff.

Why is change a challenge in acute mental health wards? A cross-sectional investigation of the relationships between burnout, occupational status and nurses' perceptions of barriers to change
International Journal of Mental Health Nursing 28(1), 2019
Changes in UK psychiatric wards have been difficult to implement. Specific areas of nursing staff resistance remain unclear. Previous healthcare research suggests that burnout is common and that managers' regard changes more positively than direct care staff. We will therefore examine whether burnout and workforce characteristics influence psychiatric nurses' perceptions of barriers to change.

The physical and mental health of acute psychiatric ward staff, and its relationship to experience of physical violence Abstract only*
International Journal of Mental Health Nursing 28(1), 2019
To evaluate and describe the physical and mental health of staff on acute psychiatric wards and examine whether violence exposure is linked with health status. We undertook a cross-sectional survey with 564 nursing staff and healthcare assistants from 31 psychiatric wards in nine NHS Trusts using the SF-36, a reliable and valid measure of health status and compared summary scores with national normative data.

Workforce

Rethinking how to deal with demand and supply in CAP: a European training perspective Abstract only*
European Child & Adolescent Psychiatry, 2025

Mental health care is suffering from a substantial gap between current service provision capacity and demand. For the generation of young doctors in psychiatry training programs today, this means they face substantial and potentially overwhelming challenges in their clinical practice. This situation calls for creative solutions in psychiatry training to prepare them best for these challenges. Perspectives of European trainers in child and adolescent psychiatry (CAP) were collected and analysed following an iterative procedure in three rounds using thematic analysis of focus groups.

[A Pilot Study in Adapting the Chronic Care Model to Address Shortage of Child and Adolescent Psychiatry](#) Abstract only*
Community Mental Health Journal 61(3), 2025
There is a nationwide shortage of child and adolescent psychiatrists. This, combined with the mental health crisis caused by the coronavirus 2019 pandemic has lead to low access to care for many individuals. Child Psychiatry Access Programs have been developed to address this need, but we believe they are not sufficient to care for complex cases. We propose that the Chronic Care Model can address these issues by providing, more longitudinal and and faster access to mental health care for patients. Our pilot study had 50 children and adolescent participants in our clinic model, which included the use of trainees supervised by an attending. We found that the mean wait time to appointment with a child and adolescent psychiatrist was 13.54 ± 14.8 days, which is significantly shorter by that reported by other studies. We believe our model clinic may be helpful in a variety of settings and want to share it with other psychiatrists.

[Physician assistants/associates in psychiatry: a workforce analysis](#)
Human Resources for Health 22(1), 2024
BACKGROUND Physician assistants/associates (PAs) provide services in diverse medical specialties globally, including psychiatry. While health professionals in psychiatry have been described for many years, little is known about PAs practicing in this discipline.

[Migration in psychiatry trainees in the united kingdom: Results from a cross-sectional survey](#)
International Journal of Mental Health 54(1), 2024
Background The shortage of psychiatrists in the UK is a pressing issue, yet the factors influencing the mobility of psychiatric trainees within the country remain poorly understood. Objective This study aimed to investigate the migratory patterns of psychiatry trainees in the UK, examining both their past experiences and future intentions.

[Evaluating workforce needs for higher specialist training for psychiatry of intellectual disability in Kent, Surrey and Sussex: A workforce scoping service evaluation](#)
Advances in Mental Health and Intellectual Disabilities 17(1), 2023
Purpose: Whilst recruitment and retention of high-quality staff is vital to providing a good service, at the time of the evaluations, Kent, Surrey and Sussex (KSS) was the only area of the UK without a Higher Specialist Training (HST) scheme in intellectual disability (ID). The purpose of this project was to identify barriers to recruitment and support the need for change.

[The retention of training doctors in the Irish health system](#)
Irish Journal of Medical Science 192(6), 2023
BACKGROUND There is limited quantitative evidence on the migration patterns of training doctors in Ireland. The aim of this study is to estimate the number of trainee doctors leaving the Irish health system and the numbers returning.

[Caring for carers withing the psychiatry workforce](#)

Progress in Neurology and Psychiatry 26(4), 2022
Caring responsibilities for children and family members with complex health care needs often go unnoticed among health care staff. Statistically, a significant portion of these responsibilities are met by women, widening the gender pay gap. This article highlights the impact of caring responsibilities on physicians and the need for more inclusive work and leave policies to support recruitment and retention of this workforce, valuing both professional and lived experience in care giving.

Addressing Psychiatry workforce needs: where are we now?
Acad Psychiatry 46(4), 2022
The psychiatric workforce shortage in the USA has been well documented. The nation is not graduating enough psychiatrists for its needs, these psychiatrists are not equitably distributed where they are needed the most, and subspecialty areas of current mental health demand (addiction, geriatrics, child psychiatry) are particularly underserved [1]. The August 2022 issue of Academic Psychiatry demonstrates that the journal's authors are responding with evidence-based analyses of the challenges, as well as programs designed to overcome the obstacles. These papers offer insight into the problems and progress toward effective responses.

Psychiatric Nursing Workforce Survey: Results and Implications
Abstract only*
Journal of the American Psychiatric Nurses Association 30(3), 2022
Objective: The last national survey of psychiatric-mental health (PMH) nurses was conducted in 2016 and was limited to advanced practice registered nurses (APRNs). Data on the demographic and employment characteristics of the PMH workforce could inform how to optimize the PMH nursing workforce to address increasing demands for mental health services. The objective was to conduct a national survey of PMH

registered nurses (RNs) and PMH-APRNs to gather data on their demographic, educational, and practice characteristics.

Mapping mobility and migration of psychiatry trainees
Irish Medical Journal 114(6), 2021
Introduction Ireland has been synonymous with emigration. However, little is known about the migratory trends of its mental health professionals. This article looked at the patterns and driving forces of short-term mobility and long-term migration amongst psychiatry trainees in Ireland.

The relationship between workforce characteristics and perception of quality of care in mental health: A qualitative study
International Journal of Nursing Studies 100, 2019
BACKGROUND: Mental health services worldwide are under strain from a combination of unprecedented demand, workforce reconfigurations, and government austerity measures. There has been relatively little research or policy focus on the impact of staffing and skill mix on safety and quality in mental health services leaving a considerable evidence gap. Given that workforce is the primary therapeutic intervention in secondary mental health care this constitutes a major deficit., OBJECTIVE: This study aimed to explore the impact of staffing and skill mix on safety and quality of care in mental health inpatient and community services.

Cost-effectiveness of staffing levels on conflict and containment on psychiatric wards in England Abstract only*
Journal of Psychiatric and Mental Health Nursing 26(9-10), 2019
WHAT IS KNOWN ON THE SUBJECT?: Literature on staffing levels and outcomes in psychiatric wards is limited and shows mixed associations Lack of economic evidence on conflicts and containment in psychiatric care Data from the City-128 study showed that regular qualified nurse staffing levels in the

preceding shifts were associated with raised conflict and containment levels.

Career medical officers in psychiatry and addiction in NSW: description, role and educational needs Abstract only*
Australasian Psychiatry 27(5), 2019
Objective: To describe the workforce of career medical officers (CMOs) working in psychiatry and addiction medicine across New South Wales (NSW) and to explore their training and education needs, and experience of their role.

Ongoing research

RoHMS (Retention of Mental Health Staff) University of Sheffield
Source: The Health Foundation
- Being run by the University of Sheffield.
- Research project to investigate variation in, and determinants of, mental health care staff retention.
- Aiming to better understand how organisational contexts and the experiences of registered health care staff in the workplace influence staff retention, and how this is associated with patient outcomes.
- The evidence gained will be used to form the basis of recommendations on how staff retention in mental health care can be improved across the NHS.

Competency Frameworks

Delivering Inpatient Children and Young People's Mental Health Care: A Multidisciplinary Competence Framework
Health Education England, 2021

The NCCMH developed the multidisciplinary competence framework for delivering inpatient children and young people's mental health care in partnership with UCL. A specially convened expert reference group that included people working in children and young people's mental health inpatient care and people with lived experience guided the content.

Older People's Mental Health Competency Framework
Health Education England, 2020
The aim of the Framework is to support the delivery of excellent services across disciplines which are directly or indirectly involved in supporting and promoting OPMH. This ensures that the workforce of today and tomorrow has the right skills, values and behaviours to provide high quality and effective care to this population.

Physical health competency framework for mental and learning disability settings
Health Education England, December 2020
Taking into consideration the themes identified in national reports and research, this Framework incorporates elements of knowledge and skills needed for registered clinical staff working in mental healthcare and/or learning disability settings to be able to meet the physical health needs of service users with serious mental illness and/or a learning disability.

The Competence Framework for Mental Health Peer Support Workers Part 1: Supporting Document
Health Education England, October 2020
This document sits alongside The Competence Framework for Mental Health Peer Support Workers – Full Listing of the Competences (referred to as 'the Competence Framework for MH PSWs'). It includes the story of peer support and its evolution from a 'grass roots' social movement to the present time. Today, we know that people who bring their own

experience of mental health difficulties to supporting other people facing similar challenges have a unique and important contribution to make in statutory services.1,2 While the relational basis of the work remains at its core, we also know that peer support work continues to develop and is not static, and that it will keep changing and progressing.

The Competence Framework for Mental Health Peer Support Workers Part 2: Full listing of the competencies
Health Education England, October 2020
Part 1 of The Competence Framework for Mental Health Peer Support Workers (referred to as the Competence Framework for MH PSWs) is the supporting document, which contains important background information and discussion and is intended to be read before using the competence framework (Part 2). Part 3 is the curriculum, which is closely aligned to the competence framework. All three documents, including an online version of the competence framework, can be accessed on the UCL website.

The Competence Framework for Mental Health Peer Support Workers Part 3: Curriculum
Health Education England, October 2020
The curriculum is laid out in five sections, each containing a number of units. The first section sets out areas of knowledge relevant to peer support; the second identifies the core relational skills that lie at the heart of the peer support worker role. The third focuses on working in partnership and contains two areas: supporting people as a peer support worker and working with teams to promote people's rights. The fourth addresses self-care and support. The final section sets out some optional skills that involve using psychological approaches to support personal recovery.

Prescribing Competency Implementation Guidance for Mental Health
Health Education England and Royal Pharmaceutical Society, 2020
By engaging experts in the field, including those with lived experience, Health Education England (HEE) have developed a practical, accessible guidance document that supports prescribers to follow the Royal Pharmaceutical Society's (RPS) Prescribing Competency Framework and apply this in a mental health context.

Core Capabilities Framework for Supporting Autistic People
Department of Health and Social Care, 2019
A key duty in the Autism Act statutory guidance is training for all frontline public service staff, in line with their job role, and developing specialist training for staff in health and social care. It is therefore the purpose of this framework to support this commitment by setting out the essential capabilities necessary for all staff involved in supporting autistic people across their lifespan. The framework will enable individuals and organisations to:
• Identify key capabilities required for job roles.
• Identify the capabilities needed within a team or service.
• Plan the content of education and training
• Commission education and training
• Conduct training needs analysis
• Support the assessment of capabilities and the sharing of learning and outcomes across the whole workforce.

Perinatal Mental Health Competency Framework Register for a e-LfH account to view
Source: Health Education England eLearning for Healthcare
This framework from Health Education England outlines the skills, knowledge and abilities required for any healthcare professional to work with all people in the perinatal period.

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You can use it to record your own competencies and those you're working towards, or even research other roles in the perinatal field and your ongoing career development.
At Health Education England, we'll be collecting the data you enter and using it to support the delivery of excellent healthcare and health improvement to the patients and public, by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

UCL Competency Frameworks
This page gives you access to the suite of UCL competence frameworks. Some set out competences for the delivery of specific therapy modalities, others describe the competences associated with specific clinical populations and clinical contexts.

Mental Health Core Skills Education and Training Framework
Skills for Health and Health Education England, 2016
The Mental Health Core Skills Education and Training Framework was commissioned and funded by the Department of Health and developed in collaboration by Skills for Health, Health Education England and Skills for Care. The framework supports workforce development specific to implementation of the national mental health strategy, *No Health Without Mental Health*. The aim of the framework is to support the development and delivery of appropriate and consistent cross-sector mental health education and training.

Advanced Practice Mental Health Curriculum and Capabilities Framework
Health Education England
The value of advanced clinical practice in the delivery of mental healthcare has long been recognised as occupying a unique space in holistic patient care. This Advanced Practice Mental Health Curriculum and Capabilities Framework is aimed at

clearly setting out both the capabilities required to achieve advanced practitioner level practice, and the route to enable it. As part of a wider drive to respond to the need to invest in the development of new roles and advanced skills – both in the wider NHS and in mental health – that is recognised in recent and current Government policy, this Framework will be contributory to both service transformation and excellence in care outcomes.