

| Psychologist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | | | | | 0 | 0 |
| Borders | | | | | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | | | | | 0 | 0 |
| Forth Valley | | | | | 0 | 0 |
| Grampian | | | | | 1 | 0.4 |
| Greater Glasgow and Clyde | | | | | 0 | 0 |
| Highland | | | | | 0 | 0 |
| Lanarkshire | | | | | 1 | 1 |
| Lothian | | | | | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | | | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 26 | 15.96 | 26 | 14.86 | 2 | 1.4 |

| Physiotherapist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | | | | | 0 | 0 |
| Borders | | | | | 0 | 0 |
| Dumfries and Galloway | | | 0 | 0 | 0 | 0 |
| Fife | | | | | 1 | 0.6 |
| Forth Valley | | | | | 0 | 0 |
| Grampian | | | | | 0 | 0 |
| Greater Glasgow and Clyde | 10 | 7.3 | 10 | 7.1 | 0 | 0 |
| Highland | | | | | 0 | 0 |
| Lanarkshire | | | | | 1 | 1 |
| Lothian | | | | | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | | | | | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 32 | 24.1 | 29 | 21.9 | 2 | 1.6 |

| Psychiatrist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | | | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | 0 | 0 | 0 | 0 |

| Occupational Therapist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | | | | | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | | | | | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

| Nurse | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | | | | | 0 | 0 |
| Borders | | | | | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | | | | | 1 | 1 |
| Forth Valley | | | | | 0 | 0 |
| Grampian | | | | | 0 | 0 |
| Greater Glasgow and Clyde | 10 | 8.32 | 9 | 7.62 | 1 | 1 |
| Highland | | | | | 0 | 0 |
| Lanarkshire | | | | | 1 | 1 |
| Lothian | | | | | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | | | | | 0 | 0 |

| | | | | | | |
|---------------|-----------|--------------|-----------|--------------|----------|----------|
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 32 | 25.89 | 29 | 24.29 | 3 | 3 |

| Trainee Doctor | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | | | | | | |
| Greater Glasgow and Clyde | | | | | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | | |

| Pharmacist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | | | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | | | | | 0 | 0 |
| Forth Valley | | | | | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | | | | | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

| Other (please specify) | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|--|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde (Psychology Assistant) | | | | | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

Children and Young People

| Consultant Anaesthetist | In post at 1 August 2018 | | | In post at 1 August 2016 | | | Vacant at 1 August 2018 | | |
|---------------------------|--------------------------|---------------------------------|---------------------------------|--------------------------|---------------------------------|---------------------------------|-------------------------|---------------------------------|---------------------------------|
| | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA |
| NHS Board | | | | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | | | 0 | | | | 0 | 0 | 0 |
| Greater Glasgow and Clyde | | | | | | | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | | | | | | | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | | | | | | | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | | | 0 | 0 | 0 |

| Consultant | In post at 1 August 2018 | | | In post at 1 August 2016 | | | Vacant at 1 August 2018 | | |
|---------------------------|--------------------------|---------------------------------|---------------------------------|--------------------------|---------------------------------|---------------------------------|-------------------------|---------------------------------|---------------------------------|
| | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA | Number of posts | Number of Job Plan Sessions DCC | Number of Job Plan Sessions SPA |
| NHS Board | | | | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Associate Specialist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| GP - with a special interest | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|------------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Psychologist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | | | | | | |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | | | | | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | | | | | 0 | 0 |

| | | | | | | |
|---------------|---|---|---|---|---|---|
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

| Physiotherapist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | | | | | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

| Psychiatrist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Occupational Therapist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Nurse | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | | | | | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | | | | | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | | | | | 0 | 0 |

| Trainee Doctor | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|-----------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | |
|---------------------------|---|---|---|---|---|---|
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Pharmacist | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Other (please specify) | In post at 1 August 2018 | | In post at 1 August 2016 | | Vacant at 1 August 2018 | |
|---------------------------|--------------------------|-------------------------|--------------------------|-------------------------|-------------------------|-------------------------|
| | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service | Number of posts | WTE in the pain service |
| NHS Board | 0 | 0 | 0 | 0 | 0 | 0 |
| Ayrshire and Arran | 0 | 0 | 0 | 0 | 0 | 0 |
| Borders | 0 | 0 | 0 | 0 | 0 | 0 |
| Dumfries and Galloway | 0 | 0 | 0 | 0 | 0 | 0 |
| Fife | 0 | 0 | 0 | 0 | 0 | 0 |
| Forth Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| Grampian | 0 | 0 | 0 | 0 | 0 | 0 |
| Greater Glasgow and Clyde | 0 | 0 | 0 | 0 | 0 | 0 |
| Highland | 0 | 0 | 0 | 0 | 0 | 0 |
| Lanarkshire | 0 | 0 | 0 | 0 | 0 | 0 |
| Lothian | 0 | 0 | 0 | 0 | 0 | 0 |
| Orkney | 0 | 0 | 0 | 0 | 0 | 0 |
| Shetland | 0 | 0 | 0 | 0 | 0 | 0 |
| Tayside | 0 | 0 | 0 | 0 | 0 | 0 |
| Western Isles | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 |

| Qualitative | Question 1. Name of organisation (e.g. NHS Board or HSCP) with oversight of the Specialist Pain Service in your area for chronic pain for: | |
|---------------------------|--|---|
| | a) adults | b) children and young people |
| NHS Board | a) adults | b) children and young people |
| Ayrshire and Arran | NHS Ayrshire and Arran | Greater Glasgow and Clyde |
| Borders | Borders Health Board | N/A |
| Dumfries and Galloway | NHS Dumfries and Galloway | NHS Dumfries and Galloway do not have a Paediatric Chronic Pain Service |
| Fife | NHS Fife Pain Management Service | No service provision |
| Forth Valley | NHS Forth Valley | N/A |
| Grampian | NHS Grampian | NHS Grampian |
| Greater Glasgow and Clyde | NHS GGC Pain Service (adult) | NHS Greater Glasgow and Clyde, Women and Children Directorate, Royal Hospital for Children (RHC) and Specialist Children Services |
| Highland | NHS Highland | N/A |
| Lanarkshire | NHS Lanarkshire Health Board | N/A |
| Lothian | Pain Management Service is part of Clinical Health Psychology Services, which is managed under West Lothian HSCP. It is hosted at the Astley Ainslie Hospital. | NHS Lothian |
| Orkney | NHS Orkney | NHS Orkney although patients access service provided by NHS Grampian via SLA |
| Shetland | NHS Shetland | NHS Shetland |
| Tayside | NHS Tayside | NHS Tayside |
| Western Isles | NHSWI | NHSWI - no active dedicated service |

| | Question 2. Please can you provide a named contact for workforce related queries within your organization e.g. the relevant service manager on Specialist Pain Services for: | |
|---------------------------|--|------------------------------|
| | a) adults | b) children and young people |
| NHS Board | a) adults | b) children and young people |
| Ayrshire and Arran | | N/A |
| Borders | | N/A |
| Dumfries and Galloway | | N/A |
| Fife | | N/A |
| Forth Valley | | N/A |
| Grampian | | |
| Greater Glasgow and Clyde | | |
| Highland | | N/A |
| Lanarkshire | | N/A |
| Lothian | | |
| Orkney | | N/A |
| Shetland | | |
| Tayside | | |
| Western Isles | | |

| | Question 4. What issues do you have with recruitment to and/or retention in your Specialist Pain Service for: | |
|---------------------------|---|---|
| | a) adults | b) children and young people |
| NHS Board | a) adults | b) children and young people |
| Ayrshire and Arran | Service not properly funded by trust- do not have a whole service. No trainees coming through with interest | N/A |
| Borders | We have had some difficulties recruiting into the pain service and for a while were without a pain clinic psychologist. Currently we are fully staffed | N/A |
| Dumfries and Galloway | Advertised more than 3 times and not managed to recruit anyone. | N/A |
| Fife | Recurrent difficulties with recruitment of suitable clinicians for roles with in our service including Physio, Medical consultant, Nursing and other AHP disciplines | N/A |
| Forth Valley | No issues | N/A |
| Grampian | Lack of adequately trained people both in medical and allied health specialties, Geographical location and the high cost of living are less attractive for people, Inadequate number of trainees in anaesthetics, thereby less pool of trainees to choose pain training, Inadequately supported remote clinics | N/A |
| Greater Glasgow and Clyde | No current issues. | No issues in regards recruitment to the service |
| Highland | None | N/A |
| Lanarkshire | We have difficulty in recruiting to the nurse specialist posts | N/A |
| Lothian | We do not have any difficulty recruiting or retaining staff, it is just that we don't have enough and there are gaps in the service. In the past there has been difficulty recruiting to a nursing post in the Pain Management Service. | Insufficient funding. There is no funding stream to recruit dedicated pain psychology and physio. |
| Orkney | pending retirement of post holder. Please see 6 and 7 below. | N/A |
| Shetland | We do not have a comprehensive, multi-professional specialist pain service in Shetland (as an Island Health Board). We employ Consultant Anaesthetists on the medical bank who are both members of the Faculty of Pain Medicine. We have good access to this service and a recent shift (with new practitioners in post since January 2018) to a less interventional approach. It is difficult to recruit Consultant Anaesthetists with a generalist background and even more difficult to also attract Consultants with specialist pain qualifications. The Consultants work closely with our Physiotherapists who see patients with chronic pain conditions. We do not have access to specialist pain nurse or psychologists in Shetland. Patients who require a specialist treatment plan/intervention are referred to NHS Grampian or the national service depending on the nature of the treatment required. | Children with specialist pain requirements would be seen by the local team and a plan made with Paediatric services at NHS Grampian and shared care delivered, wherever possible. |
| Tayside | No filled higher (of possible 4 per year) or advanced (of possible 1 per year) pain medicine medical training posts filled past year and no prospective candidates. No dedicated psychology for pain service. National issue. No psychiatry involvement. Several retirements likely in both nursing in medical staff in next 5 years. Non-replacement policy in place by trust. | Skeleton service only. No medical staff identified to continue this work when retires. No MDT approach. No clinical psychology links. Good informal links with paediatricians. |

| | | |
|---------------|---|---|
| Western Isles | size of HB makes direct employment difficult and vulnerable to change/loss for such specialist services | size of HB makes direct employment difficult and vulnerable to change/loss for such specialist services |
|---------------|---|---|

| NHS Board | Question 5. Please describe any actions you are taking to address these? |
|---------------------------|--|
| Ayrshire and Arran | Business case for additional AHP posts going forward |
| Borders | None currently |
| Dumfries and Galloway | Trying a pilot with the appointment of Physiotherapist (temporary post- part-time). Patients attend an education class run by the Physiotherapist and are triaged to see a Consultant Anaesthetist or Psychologist or Physiotherapist. We are hoping that education class lays the foundations of self management as well as educating the patients on what to expect from the pain services. We are hoping that this is a more sustainable and multidisciplinary model. We are still hoping to recruit a Consultant with a reduced total number of DCCs |
| Fife | We have made innovative use of a Physiotherapy practitioner in order to address the shortfall of medical consultant input. Challenges include ongoing efficiency savings |
| Forth Valley | N/A |
| Grampian | Innovative ways of working – Successfully recruited Medical Trainee Initiative doctors to the specialty in the last 3 years, Multi-disciplinary work to support challenging decisions in clinical practice, Raising the profile of workplace in terms organising educational courses and research |
| Greater Glasgow and Clyde | No current issues identified with recruitment. NHS GGC has a pain fellowship on an annual basis and the service has previously successfully recruited to consultant posts from this training role. Training roles exist within physiotherapy with a rotational band 5 post within the wte. One assistant psychology post exists within the Glasgow Pain Management Programme- short-term post leading to Clinical Psychology Doctorate. Two of our three acute pain nurses are being trained in acupuncture which will assist further in their support to the chronic pain group of patients we manage. This has been a positive development and assisted multidisciplinary working in the team. The service is keen to develop a pain nurse specialist who would work in tandem with the acute pain nurse specialists but have a primary focus on chronic pain management. The planning of how this post might be taken forward is currently under discussion. A Multidisciplinary group has been set up in conjunction with other specialties to look at a way forward for providing resource for patients requiring input from a range of specialties. General paediatrics, gastroenterology, neurology, rheumatology are among those represented on this working group. This will also extend across professional groups including physiotherapy. |
| Highland | None |
| Lanarkshire | We have advertised the posts internally and now externally, we are at present actively seeking a suitable member via our personnel department |
| Lothian | The nursing recruitment challenge has been addressed by agreeing with the Pain Clinic that if a nursing resource is needed this would be provided by their team. Have developed a Scottish guideline for the management of chronic pain in children & young people – it is hoped implementation of the guideline will result in national funding for psychology and physiotherapy. Business case presented to CMT for additional psychology funding was not successful because of financial constraints |
| Orkney | Please see 6 & 7 below. |
| Shetland | We would not be able to sustain a local service for NMAHP specialist practitioners – unless there is an agreed regional model developed which is jointly funded then the current arrangements will remain extant |
| Tayside | Raised recruitment issue of medical training with Faculty of Pain Medicine at FPM meeting 2017. National recruitment issue acknowledged. FPM consideration of recruitment from other non anaesthetic specialties in progress (slow). Meeting taken place Sept 2018 with Prof Kevin Powers and Stuart Moulton Leads from Psychology services Tayside to discuss the lack of psychology. However prior such meetings have not resolved the ongoing issues in past years. Scoping exercise previously done to explore clinical need from pain service. National psychology recruitment issue acknowledged. |
| Western Isles | we have set up a working relationship with a mainland HB (NHS Grampian) to provide tertiary level care buy regular VC and e-mail contact for advice, they also provide specialist input if patients require transfer |

| NHS Board | Question 6. What action are you taking around succession planning to account for any upcoming retirements and/or other departures? |
|---------------------------|--|
| Ayrshire and Arran | An existing Consultant and Specialty Doctor have recently completed pain training which will support the service ahead of next expected retirement. |
| Borders | None |
| Dumfries and Galloway | Not imminent and hence nothing planned |
| Fife | Lower grades who leave, requests to retain and fill the posts are made. New Consultant anaesthetist is due to start at the beginning on November 2018 |
| Forth Valley | Current anaesthetic recruitment process for general anaesthetic department will identify candidates with interest in pain management. Proposal to increase the pain physio ESP WTE to increase pain management programme capacity. Not confirmed yet. |
| Grampian | Though we have vacant post filled by retired consultant as a locum, we have not taken any active steps to succession planning as the adverts have not attracted candidates. |
| Greater Glasgow and Clyde | NHS GGC are developing a robust structure for training and a pathway for non-medical 1st contact role within nursing, physiotherapy and pain management programme. Medical interventions have reduced significantly recently and the service is adopting a more multidisciplinary supported selfmanagement approach. These developments reduce the pressure on medical succession. |
| Highland | None |
| Lanarkshire | There are no upcoming retirements within the chronic pain service for consultant staff |

| | |
|---------------|--|
| Lothian | We have a skill mix in terms of psychology and physiotherapy which helps with succession planning. We have a rotational physiotherapy post which ensures a wider spread of pain skills amongst MSK physiotherapy. We had had trainee clinical and health psychologists on placement in the service and doing thesis projects. A consultant with an interest in persistent pain has been recruited – to plan for the likely retiral The total DCC time allocation will not increase for persistent pain. |
| Orkney | Service planning with colleagues in other Board areas to look at opportunity for shared appointments/joint use of internal locums. |
| Shetland | We are hoping to formalise the current arrangements with visiting services (as described above), however this is dependent on the model being delivered across two of the Island Boards to make it sustainable (and create enough sessions to justify the Consultants continuing to support this model). |
| Tayside | Service review ongoing re role of non medical / AHP within pain service and reallocation of roles within service eg increased psychology input where possible (as per FPM core standards) and more nurses being trained to have non medical prescribing to allow more autonomous practice. Pain champion role has been developed for ward nurses, to up skill their knowledge of acute and chronic pain. However retiral likely in nursing complement as well as medical staff. |
| Western Isles | intend to maintain link with NHS Grampian who have a stable pain workforce |

| NHS Board | Question 7. Do you have any Specialist Pain Services dependent on a single post holder? | |
|---------------------------|---|----|
| Ayrshire and Arran | | |
| Borders | | |
| Dumfries and Galloway | | |
| Fife | | |
| Forth Valley | | |
| Grampian | | |
| Greater Glasgow and Clyde | | No |
| Highland | | |
| Lanarkshire | | |
| Lothian | | |
| Orkney | | |
| Shetland | | |
| Tayside | | |
| Western Isles | | |