

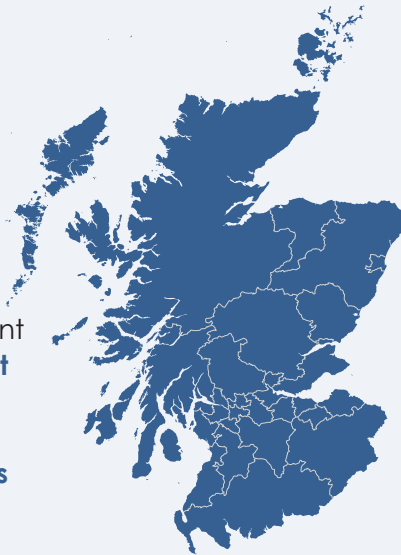
Unlock the Full Potential of Scotland's AHP Workforce

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SCOTLAND

To address Scotland's health and social care challenges - the Scottish Government must **urgently invest in and expand the capacity of Allied Health Professionals (AHPs)** and their support workforce.



The AHP workforce is the **third largest** within NHS Scotland.



In 2025, **14,158** whole-time equivalent AHP posts were filled across NHS Boards, representing **less than 1% increase** on the 2024 total.



Up to 88% of Scotland-based registered AHPs are employed in NHS Scotland. Supply remains insufficient to fill all vacancies, particularly within smaller AHP disciplines.



ROI of up to £34 for every £1 spent, hospital admissions fall, risk of cardiovascular deaths reduce through rehabilitation, lifestyle change and early diagnosis.



Reduce mental health need

50-60% reduction in depression and anxiety, support workplace wellbeing to reduce sickness absence by 20%.

Strategic Importance of AHPs in Scotland



Frontline Impact

From emergency care to diagnostics and rehabilitation, AHPs provide services with people at the heart. Timely rehab enables people to recover faster, avoid readmission and reduces long term care need.



Champion Prevention

Actions by AHPs mean savings in the long-term with better outcomes for all.



Lead Public Health Improvement

Drive behavioural change, enhance local wellbeing and improve quality of life.



Provide Holistic Care

Champion independence through self-management and close local health gaps through tailored support. Addressing physical, psychological, and social needs, AHPs excel in integrated models of support.



Access

They address the social determinants of health so that services reach underserved populations, ensuring equity and inclusivity.

AHPs are pivotal to Scotland's vision for emergency, diagnostic, preventative, person-centred, and integrated care.

What Government Must Do

1 Embed AHPs Across Health and Social Care Leadership

- Commit to AHP Directors on Health Boards, reporting directly to the Chief Executive
- AHP Professional Advisor on all Integration Joint Boards
- Prioritise AHP-led models in national prevention and diagnostic programmes to maximise public return

2 Expand Workforce Capacity

- Invest in targeted recruitment and retention incentives
- Embed AHP workforce expansion in health strategy and spending reviews
- Continue to implement recommendations of 2023 'AHP Education and Workforce' review including launching 'earn and learn' routes into AHP professions

3 Universal Access to AHP Services in Treatment Pathways

- Invest in our AHP services to reduce inequalities and prevent ill health
- Invest in data collection and analysis of AHP services

Talk with us, include us and put AHPs at the heart of system change. Email: admin.ahpfs@ahpf.org.uk

AHPs are: Art Therapists, Dietitians, Dramatherapists, Music Therapists, Occupational Therapists, Orthoptists, Orthotists and Prosthetists, Paramedics, Physiotherapists, Podiatrists, Radiographers, Speech and Language Therapists and are supported by a highly skilled and essential support workforce.