

2015 Adult IAPT Workforce Census Report

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2015 Adult IAPT Workforce Census Report

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1 Executive summary

The Improving Access to Psychological Therapies (IAPT) workforce census provides a snapshot of the size and shape of the IAPT workforce in England. It provides insight into the capacity of IAPT services to offer NICE recommended psychological therapies. The results will be used to inform workforce planning discussions and future IAPT education commissioning by providing information about the current skill mix and skill gaps, retention and turnover of staff, as well as identifying non-IAPT qualified staff who could benefit from IAPT training courses. The current report follows on from previous census reports from 2012 and 2014, and aims to provide insight into the growth and stability of the IAPT workforce.

This report is a joint report by NHS England and Health Education England, following NHS England's 2015 census of IAPT services. The census provides a detailed picture of the IAPT workforce and highlights issues which warrant further investigation at a national and local level.

Future census collections will build on the information in the 2015 census. They will aim to provide more reliable baseline data for existing staff, and more information on leaver rates, career progression, participation rates, and trainees.

The 2015 census highlighted leaver rates of 22% in IAPT services for low intensity therapists (Psychological Wellbeing Practitioners, PWPs). A significant proportion of staff leaving services are assumed to be moving to another IAPT service, so a result of normal workforce flow rather than leaving the system entirely. We will work in 2016 to understand the leaver rate and develop strategies for increasing staff retention rates.

Issues highlighted by this census for local IAPT services include:

- A large number of non-IAPT qualified Step 2 therapists and counsellors who provide low intensity therapy. These staff will have a recognised counselling or therapist qualification but are not qualified as a PWP.
- The IAPT workforce is predominantly white, female, aged 26-45, meaning it is not always representative of local populations and service users.
- Cognitive Behavioural Therapy (CBT) and Counselling continue to represent the majority of therapy capacity within IAPT, with an underrepresentation of Brief Dynamic Interpersonal Therapy (DIT), Interpersonal Psychotherapy for depression (IPT), and Couples therapy.
- A considerable number of non-IAPT qualified Step 3 counsellors and therapists who provide high intensity therapy – who may provide an excellent resource for increasing capacity in the therapy modalities that are currently underrepresented. These staff will have a recognised counselling or therapist qualification but are not qualified in an IAPT therapy modality, such as CBT, Counselling for Depression, or Couples Therapy. Additional training would increase capacity for the full range of evidence-based therapies.

1.1 Summary of findings

1.1.1 Total Workforce

The 2015 IAPT Workforce Census achieved a response rate of 90%. The total reported workforce (staff in post) as of 30 April 2015 was 6897 Whole Time Equivalent¹ (WTE); this includes 5990 WTE therapists and practitioners, 780 WTE trainees and 127 WTE employment support advisors. There were 427 WTE reported vacancies. The total funded establishment reported by providers was 7205 WTE.

The workforce comprises 36% Low Intensity (Step 2) workers (2461 WTE, including 470 trainees), 62% High Intensity (Step 3) workers (4310 WTE, including 310 trainees and 2% Employment Support workers (127 WTE).

1.1.2 Low Intensity Workforce

IAPT-qualified Psychological Wellbeing Practitioners (PWP) represented the majority of the Low Intensity workforce (1314 WTE, 53%), with Senior PWPs accounting for a further 233 WTE (9%). Low intensity trainees made up 470 WTE (19%). Other Low Intensity posts accounted for the remaining 18%; these include non-IAPT qualified PWPs (215 WTE, 9%), and other counsellors (143 WTE, 6%) and therapists (87 WTE, 4%) providing Step 2 therapies but who have not attended an accredited IAPT Low Intensity / PWP training course.

1.1.3 High Intensity Workforce

IAPT qualified High Intensity Therapists represented the majority of the High Intensity workforce (2107 WTE or 49% of total high intensity staff in post WTE), with BABCP accredited CBT practitioners (pre-IAPT qualifications) accounting for a further 522 WTE or 12% of the total high intensity staff in post WTE. Together, this means that the CBT high intensity workforce comprises 2629 WTE or 61% of staff in post WTE for the high intensity staff group. Other therapists (not IAPT-qualified) make up a further 187 WTE (or 4% of the total high intensity staff in post WTE). High intensity trainees account for 310 WTE or 7% of staff in post WTE.

The additional modalities of Counselling for Depression, Couples Therapy, DIT, IPT, Eye Movement Desensitization and Reprocessing Therapy (EMDR) and Mindfulness-based cognitive therapy (MBCT), plus other counsellors (not IAPT-qualified), make up 1184 WTE or 27% of staff WTE in high intensity posts.

Of the CBT High Intensity Therapists, 40% are now qualified in multiple modalities, adding to IAPT's ability to offer choice among high intensity therapies.

1.1.4 Participation rates

The participation rate², i.e. the extent to which staff are working full-time, varies across the low and high intensity staff groups. Overall (including full and part-time staff), the participation rate for the low intensity staff group is 0.9 WTE and 0.7 WTE for the high intensity staff group (0.9 WTE for the CBT therapists only).

¹ 37.5 hours = 1 Whole Time Equivalent (WTE)

² Participation rates are calculated as WTE divided by headcount

When looking at part-time staff only, the average participation rate was higher for low intensity staff (0.6 WTE) where 29% of staff worked less than full-time, compared to high intensity staff (0.5 WTE), where 51% of staff worked part-time. Substantially higher proportions of part-time workers than the average for their staff category were reported for the additional modalities workforce and for non-IAPT qualified counsellors and therapists.

1.1.5 Training Commissions

By 2014/15 Health Education England (HEE) had exceeded the target of 6000 additional training commissions and based on training plans will have created 7749 training opportunities by the end of 2015/16. HEE forecasts indicate that this very rapid expansion of the IAPT workforce will continue as long as turnover is controlled and posts are made available.

1.1.6 Supervisors

The majority of therapy supervisors have now received IAPT training and accreditation. The census results show that 1388 supervisors were IAPT accredited; this is more than double the number of supervisors who are not IAPT accredited (511).

1.1.7 Employment Support

50% of responding IAPT services reported either delivering an employment service themselves, giving a WTE for a specialist Employment Advisor, providing the service by contracting it out to another organisation or providing a percentage of PWP time spent on employment advice. However, despite this, only 33% of services self-reported that they provided this service. This implies that this area is not well understood and that further clarification may be needed.

A total of nearly 127 WTE Employment Advisors were identified. Services that reported using PWPs to deliver this service reported that on average, 10% of PWP time was spent on employment support, giving an additional 10.3 WTE. The most common source of employment support is an indirectly provided service, i.e. the IAPT provider commissions a different organisation to provide the employment support.

1.1.8 Demographics

The 2015 IAPT census is the first large scale collection of workforce demographic data. The data shows that the IAPT workforce is predominantly female (79%), White British (83%) and relatively young (66% <46 years old).

1.1.9 Staff turnover

The average turnover (leaver) rate for the Low Intensity staff group was 22% compared to 9% for the High Intensity staff group. More detailed data is required to know whether this is natural movement (or 'churn') in the workforce between providers or whether staff are leaving the workforce entirely.

1.1.10 Vacancies

A substantially lower vacancy rate³ was reported for the High Intensity staff group: 167 WTE vacancies (4% vacancy rate) compared to 260 WTE vacancies (10% vacancy rate) for the low intensity staff. This suggests that Step 3 services are not struggling to recruit against a national shortage of staff, and that the demand from services is not currently outstripping the available supply of trained high intensity practitioners.

2 Introduction

The Improving Access to Psychological Therapies (IAPT) programme supports the NHS in implementing National Institute for Health and Clinical Excellence (NICE) guidelines for people with depression and anxiety disorders. The programme was created to offer patients a choice of effective psychological therapies, combined where appropriate with medication which traditionally had been the only treatment available.

The IAPT programme has now trained over 6,000 new high and low intensity cognitive behavioural therapy (CBT) workers. This training is commissioned annually by Health Education England (HEE) from Higher Education Institutions (HEIs) using the IAPT high and low intensity curricula. Qualified High Intensity Therapists (HITs) are trained to provide CBT at Step 3 to people with moderate to severe depression and anxiety disorders. Qualified Psychological Wellbeing Practitioners (PWP) are trained to provide high volume, low intensity CBT-based interventions at Step 2, included guided self-help. In addition, there are non-CBT modality therapists who deliver a number of evidence-based Step 3 therapies after a short programme of training, including Counselling for Depression, Couples Therapy, Brief Dynamic Interpersonal Therapy (DIT), Interpersonal Psychotherapy for Depression (IPT), Eye Movement Desensitization and Reprocessing Therapy (EMDR), and Mindfulness-based Cognitive Therapy (MBCT). High intensity CBT therapists are eligible for accreditation as a CBT practitioner by the British Association of Behavioural and Cognitive Psychotherapies (BABCP); as are CBT practitioners who qualified previous to the launch of the IAPT programme. PWP can be registered with the British Psychological Society or accredited by the BABCP, and therapists trained in the additional modalities are eligible for accreditation by the relevant professional body.

Employment Advisors and Employment Coordinators in IAPT work directly with individuals who are in employment as well as people who are out of work and on health-related benefits. They provide practical advice and appropriate interventions to help these individuals to either retain employment or enter the workplace (either for the first time or after a period on health-related out-of-work benefits).

In addition, there are a number of non-IAPT qualified counsellors and practitioners working to deliver a range of interventions as part of the overall IAPT service. A number of these staff had been working in GP practices before the introduction of the IAPT programme and are now contributing to the wider service. For example, these might be counsellors or therapists with a recognised counselling or therapist

³ Vacancy is calculated as percentage of WTE vacancies over WTE total funded establishment.

qualification, but are not qualified as a PWP or in another IAPT therapy modality, such as CBT, Counselling for Depression, or Couples Therapy. We recommend services employ IAPT-trained staff or train their existing staff in the recognised therapy modalities to expand capacity.

In addition, some staff were already accredited CBT therapists before the introduction of the IAPT programme, and while not specifically 'IAPT trained' they are highly qualified and accredited by the BABCP. In this census, they are captured in the 'BABCP CBT' practitioner category.

Where services are employing non-IAPT trained staff those staff should be accredited, by the recognised body (i.e. BABCP for CBT therapists) for the modality of therapy they are offering.

The [Mental Health Taskforce](#) committed to expand IAPT services so that 25% of people with anxiety and depression access treatment each year by 2020/21. Expanded services will have an enhanced emphasis on long term conditions (LTCs) and medically unexplained symptoms (MUS) – and the IAPT workforce will continue to play a pivotal role in improving the lives of people with mental health problems.

3 The 2015 Workforce Census

This report presents the results of the IAPT Workforce Census undertaken in 2015. The first IAPT Workforce Census was conducted in 2011 and repeated in 2012, to gain more insight into the workforce profile of IAPT services who contribute to the IAPT Minimum Data Set (IAPT MDS). A more detailed census was conducted in 2014. However, due to changes to census template and changes to commissioning boundaries, direct detailed comparisons with the 2012 data were not possible. The 2015 census builds on the level of granularity requested in the 2014 census with additional demographic information and gives details of the composition of the workforce as at 30 April 2015. Comparisons and workforce trends between the various censuses can be found later in this paper.

NHS England designed a data collection template for completion by IAPT providers to capture information on the size and composition (including demographic data) of the IAPT workforce. In 2015, the requested data included information on vacancy and turnover rates to give a more accurate insight into the stability (or volatility) of this workforce. All services submitting intervention and treatment data via the IAPT MDS were contacted and their workforce data was requested. Completed census returns were collected, validated, collated and analysed by NHS England and Health Education England.

Despite significant improvements in the completeness and accuracy in each iteration of the IAPT workforce census, the results of this data collection should not be seen as an authoritative statement of progress in delivering government commitments with regard to the IAPT workforce. Each annual collection provides an increasingly robust and structured approach to gathering vital data on the composition of the IAPT workforce. Due to the iterative approach to the development of the 2015 data collection form (and a response rate of 90%), the 2015 Workforce Census is likely to provide a reliable picture. However, the total number of submissions has dropped

since 2014 and this drop needs further analysis to understand whether it is a natural reflection of changes to service delivery models and/or commissioning boundaries or whether it is a sign of waning engagement with the Workforce Census from services. The data collection needs to be repeated over a number of years to provide confidence about the validity and reliability of the data captured.

Discussions are being held with NHS Digital (formerly the Health and Social Care Information Centre), NHS England and Health Education England to ensure that in the future the occupational coding within national workforce datasets more accurately describes the psychological therapies workforce for NHS-funded staff.

4 Returns

A total of 208 returns were collected, representing a response rate of approximately 90% of IAPT services operating in 2015 across CCGs in England (N=230). The number of returns collected was greater than the total number of services supplying IAPT MDS returns. This is due to IAPT service providers operating across more than one CCG area submitting more than one return, plus returns from a few small provider organisations who do not make MDS submissions directly. 130 of the 145 services supplying IAPT MDS data on a monthly basis have returned data as part of this workforce census, achieving a response rate of approximately 90%.

Retrospectively, response rates were also checked against the services listed in the quarter 1 (2014-15) IAPT report, where an additional 13 IAPT services provided data, which were not contacted previously. Future census collections will ensure these services are invited to take part in the IAPT workforce census.

In terms of number of returns received, there is a slight decrease compared to 2014, where 255 returns were received. However, it should be noted that approximately 7 services that were contacted in 2014, reported in 2015 that they were no longer IAPT services or no longer the lead provider.

For the first time, IAPT services have been asked to state which CCGs they provide services for. This shows that the returns received in the current workforce census cover 96% of CCGs (203 of 211). No census returns were received for IAPT services covering Corby CCG, Croydon CCG, Kingston CCG, Knowsley CCG, Nene CCG, North Somerset CCG, North Tyneside CCG, Stoke-on-Trent CCG. A breakdown of the workforce data by CCG is available in Annex 2.

Of the 208 returns received, 137 providers indicated that they used ESR as their payroll and workforce data platform. This means that it should, in the future, be possible to identify approximately 65% of staff in IAPT services directly from national workforce datasets, reducing the need for providers to complete manual collections. However, this is contingent on the work that the HSCIC (via the Psychologist and Psychology Therapies Workforce Group) are doing to more accurately identify and map IAPT teams and workforces.

The majority of IAPT services provide both low and high intensity therapy (181 services), 13 provide low intensity therapy only, and 13 provide high intensity therapy only. 2 services did not respond to the question. Of the services that provide high

intensity therapy, 105 exclusively provide all the high intensity therapy in the CCG(s) and 84 are part of a group of IAPT services that provides the high intensity therapy for the CCG(s).

Census returns were received from provider organisations grouped according to HEE Local Education and Training Boards (LETBs) as follows:

HEE Local Education and Training Board	Returns 2015	Returns 2014
HEALTH EDUCATION EAST MIDLANDS	23	15
HEALTH EDUCATION EAST OF ENGLAND	9	20
HEALTH EDUCATION KENT, SURREY & SUSSEX	25	29
HEALTH EDUCATION NORTH CENTRAL & EAST LONDON	13	14
HEALTH EDUCATION NORTH EAST	17	21
HEALTH EDUCATION NORTH WEST	39	44
HEALTH EDUCATION NORTH WEST LONDON	4	12
HEALTH EDUCATION SOUTH LONDON	9	11
HEALTH EDUCATION SOUTH WEST	15	24
HEALTH EDUCATION THAMES VALLEY	10	6
HEALTH EDUCATION WESSEX	6	9
HEALTH EDUCATION WEST MIDLANDS	11	27
HEALTH EDUCATION YORKSHIRE & THE HUMBER	20	21
#N/A (National organisations or those that span multiple LETBs)	7	2
Grand Total	208	255

Table 1: Census returns by HEE LETB

No census returns were received from approximately 10% of services surveyed. This report details only the results that have been submitted and does not model a 100% response. Such modelling, based on the same workforce proportions as the submitted returns, shows an additional 846 WTE staff across all staff groups. This would mean a total workforce of circa 8460 WTE staff, spread across low and high intensity therapies, training, supervision and employment support.

5 2015 Census Categories

The 2015 census categories built on the categories used in the 2014 census, with additional detail in the modalities section (inclusion of EMDR and Mindfulness). For the first time in 2015, the IAPT census included a section on demographic data. For a complete list of census categories plus a description of the roles, see Annex 1.

5.1 Low Intensity (Step 2)

- IAPT qualified Psychological Wellbeing Practitioner (PWP)
- IAPT qualified Senior Psychological Wellbeing Practitioner (PWP)
- IAPT Trainee PWP workers
- PWP Workers (Non-IAPT qualified)
- Other Counsellor: Low Intensity (Non-IAPT qualified)
- Other Therapists: Low Intensity (Non-IAPT qualified)

5.2 High Intensity Therapy (Step 3)

- IAPT qualified CBT High Intensity Therapist (HIT)
- BABCP accredited CBT practitioner (qualified before IAPT)
- IAPT Trainee CBT High Intensity Therapist (HIT)
- Therapists delivering Counselling for Depression
- Therapists delivering Couple Therapy for Depression
- Therapists delivering Brief Dynamic Interpersonal Therapy (DIT)
- Therapists delivering Interpersonal Psychotherapy for depression (IPT)
- Therapists delivering Behavioural Couples Therapy
- Therapists delivering EMDR Eye Movement Desensitization and Reprocessing Psychotherapy
- Therapists delivering Mindfulness CBT
- Other Counsellor: High Intensity (Non-IAPT qualified)
- Other Therapists: High Intensity (Non-IAPT qualified)

5.3 Employment Support

- Whether service provider offers employment support service
- Who provides the Employment Support Service
- Total WTE of a provider's Employment Support Service (if not provided by PWPs)
- Percentage of total time is spent on Employment Support (if provided by PWPs)

5.4 Sign Language

- Whether service provider offers therapy in British Sign Language
- Number of employees who can deliver therapy using sign language
- Number of clients who received therapy in BSL in financial year 14/15

5.5 Demographics

- Gender
- Ethnicity
- Age

6 Workforce Summary

The total reported workforce (staff in post) at 30 April 2015 was 6897 WTE (Whole Time Equivalent); this includes 5990 WTE therapists and practitioners, 780 WTE trainees and 127 WTE employment support advisors (these staff categories are analysed separately later in this report). There were 427 WTE reported vacancies. The total funded establishment reported by providers was 7205 WTE^{4 5}.

7 Workforce Composition

The 2015 IAPT workforce comprises 36% Low Intensity (Step 2) workers (2461 WTE, including 470 trainees), 62% High Intensity (Step 3) workers (4310 WTE, including 310 trainees⁶ and 2% Employment Support workers (127 WTE)⁷. Each of these categories is analysed separately below.

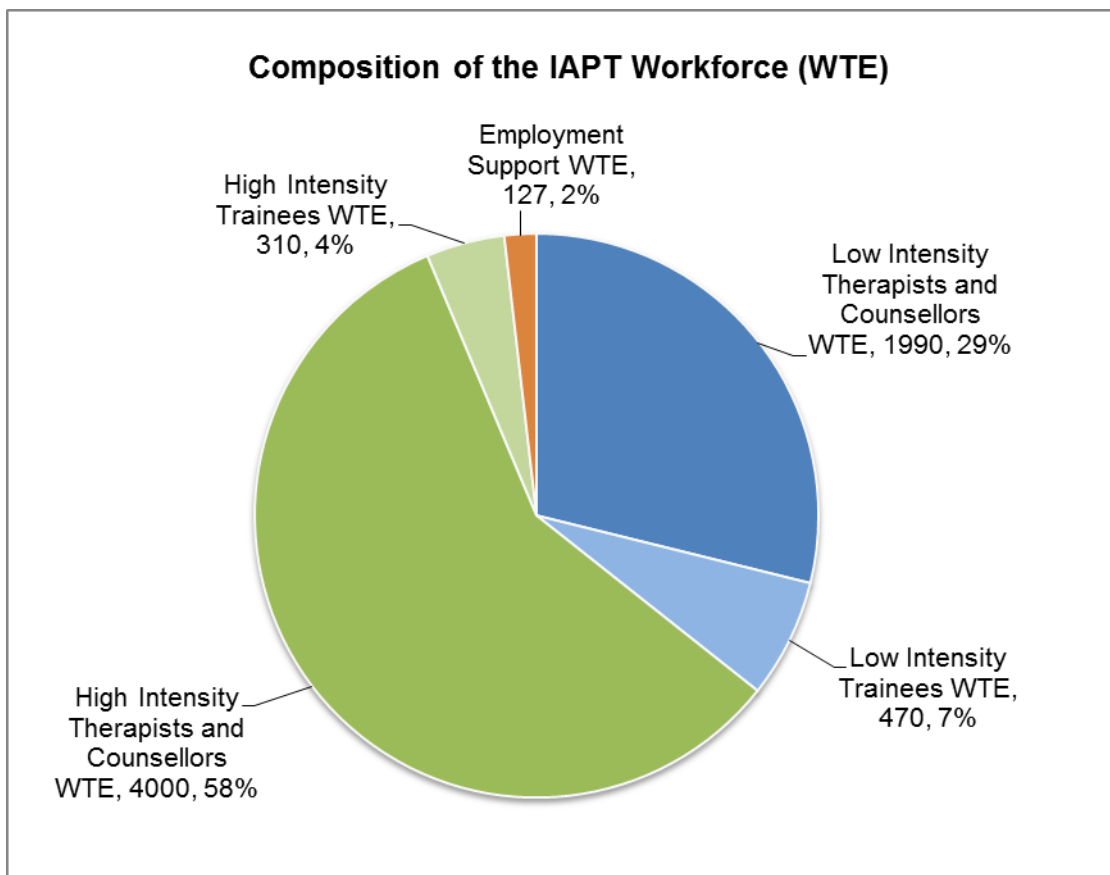


Chart 1: Composition of the IAPT workforce

⁴ The reported funded establishment does not exactly match the WTE of high and low intensity therapists in post plus the WTE of reported high and low intensity therapy vacancies. However, in the interest of transparency, NHS England have chosen to report the figure as recorded by IAPT providers.

⁵ IAPT supervisors have not been included in the total as no data is available on WTE. Supervisors are analysed in their own section later in this report.

⁶ Trainee WTE is estimated as full-time for the purposes of the workforce analysis. Only trainee headcount was measured in 2015.

⁷ IAPT supervisors have not been included in the workforce composition analysis as no data is available on WTE. Supervisors are analysed in their own section later in this report.

In addition to these staff in post, responding IAPT services also described the vacancy and turnover rates in their Low Intensity and High Intensity staff groups. These aspects of the workforce are analysed in the respective leavers and vacancy sections below.

7.1 Low Intensity Workforce

PWPs are trained to identify and assess common mental health disorders and devise a shared treatment plan with a patient that is both personalised and evidence based. They are skilled in delivering psychological interventions whose specific content is less intensive than high intensity treatments. PWPs are specifically trained and skilled in 'common' as well as 'specific' therapeutic factors, so they know how to establish, develop and maintain therapeutic alliances with patients, and can respond to and deal with real or potential ruptures in the alliance.

Although PWPs are skilled in face-to-face work with patients, they often deliver their treatment through a range of alternative delivery systems such as telephone or web based support. Telephone delivery can be the main contact method in some services.

IAPT qualified PWPs will have successfully completed a BPS accredited IAPT low intensity or PWP training course, attended IAPT top-up training, or taken specific PWP training course modules.

Non-IAPT qualified PWP workers have not passed a BPS accredited Low Intensity or PWP IAPT training course or were appointed as a PWP on the basis of prior experience / training without attending a top up training course. Non-IAPT qualified counsellors or therapists who provide low Intensity interventions have a recognised counselling or therapist qualification but are not qualified as a PWP.

The low intensity IAPT workforce comprises IAPT qualified Psychological Wellbeing Practitioners (PWP), IAPT qualified Senior Psychological Wellbeing Practitioners (Senior PWP), IAPT Trainee PWP workers⁸, PWP Workers (Non-IAPT qualified) and Other Counsellors and Therapists: Low Intensity (Non-IAPT qualified).

There was a reported total of 2461 WTE Low Intensity therapists and trainees in post as at 30 April 2015.

⁸ Analysed separately in the trainee section

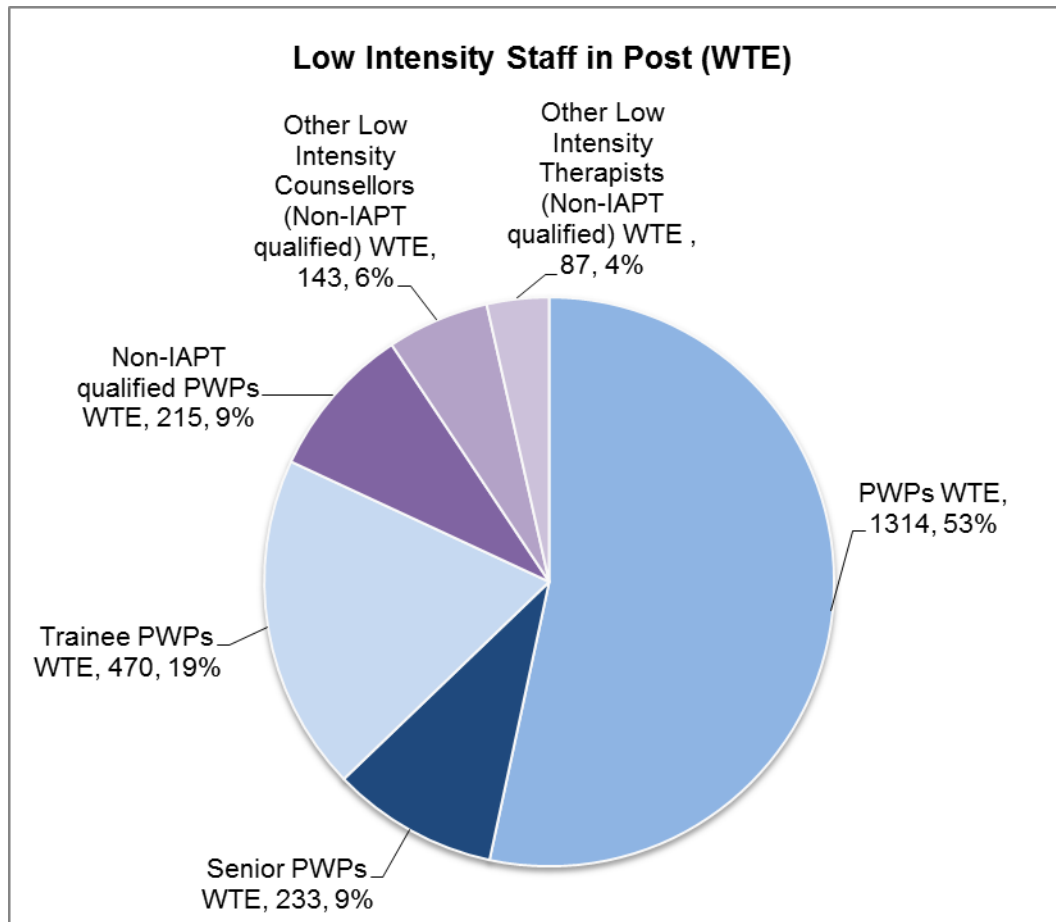


Chart 2: Composition of the Low Intensity IAPT workforce

IAPT qualified Psychological Wellbeing Practitioners represent the majority of the Low Intensity workforce (1314 WTE or 53%), with Senior PWPs accounting for a further 233 WTE (9%). Low intensity trainees make up 470 WTE (19%). Other Low Intensity posts account for the remaining 18%; these include non-IAPT qualified PWPs (215 WTE or 9%) and other counsellors (143 WTE or 6%) and therapists (87 WTE or 4%) providing Step 2 therapies but have not completed an accredited IAPT Low Intensity /PWP training course. They may be able to enhance their role with the benefit of accredited PWP training and would then move into the IAPT qualified PWP staff group.

Overall, the participation rate for Low Intensity staff is relatively high at 0.9 WTE⁹. 653 individuals worked less than full-time (29% of reported staff in post). On average, the participation rate for this group is 0.6 WTE. The non-IAPT qualified counsellors and therapists have substantially higher proportions of part-time workers than the average for the staff category.

⁹ Participation rates are calculated as WTE divided by headcount

Low Intensity Therapy (Step 2)	Total Number of individuals (Staff in Post) ¹⁰	Full-time WTE	Part-time WTE	Part-time individuals	Total WTE (Staff in Post)	Part-time individuals as a proportion of each workforce	Average Participation rate ¹¹ for all staff (and part-time staff only)	Total Funded Establishment WTE ¹²
Psychological Wellbeing Practitioner (PWP)	1438	1103.0	215.6	335	1313.7	23%	0.9 (0.6)	1544.3
Senior Psychological Wellbeing Practitioner (PWP)	249	194.2	36.6	56	232.8	23%	0.9 (0.7)	240.6
Low Intensity Trainees	470	470.0 ¹³	0.0	0	470.0	0%	1.0 (N/A)	470.0
PWP Workers (Non-IAPT qualified)	242	180.0	34.5	62	214.5	26%	0.9 (0.6)	215.3
Other Counsellor: Low Intensity (Non-IAPT qualified)	224	68.0	77.7	155	142.6	69%	0.6 (0.5)	158.0
Other Therapists: Low Intensity (Non-IAPT qualified)	104	67.0	19.9	45	86.9	43%	0.8 (0.4)	92.5
Total Low Intensity (Step 2)	2726	2082.2	384.4	653	2460.6	24%	0.9 (0.6)	2720.8

Table 2: Low intensity therapy workforce

¹⁰ The total number of individuals is displayed as reported by IAPT services; it does not necessarily match the sum of full and part time individuals.

¹¹ Participation rates are calculated as WTE divided by headcount.

¹² The reported funded establishment does not exactly match the WTE of high and low intensity therapists in post plus the WTE of reported high and low intensity therapy vacancies. However, in the interest of transparency, NHS England have chosen to report the figure as recorded by IAPT providers.

¹³ This report assumes that all trainees are full-time.

7.2 High Intensity Workforce

High intensity interventions are usually delivered by therapists who will have received several years of specific training and supervision in a particular therapeutic approach, and will usually have been trained in a recognised health care professional role (e.g. counsellor, nurse, psychologist, psychiatrist, social workers etc.) and may be registered with an appropriate professional body (e.g. BABCP, BACP, UKCP). Qualified CBT High Intensity Therapists (HITs) will have successfully completed a BABCP accredited IAPT High Intensity training course or IAPT High Intensity top up course. BABCP accredited CBT practitioners are CBT therapists who have not completed an IAPT HIT course but have completed a BABCP Accredited CBT Practitioner Course and are individually accredited as a CBT practitioner by BABCP.

Interventions are delivered face-to-face usually over a one hour session with an individual client, couple or a group. High intensity interventions usually consist of between 12 and 20 therapeutic sessions, but the recommended number will depend upon the nature of the disorder being treated.

Therapists must hold generic therapeutic competences, together with specific competences and techniques around particular approaches and disorders, and meta-competences concerning the overall deployment and appraisal of therapeutic work with the client.

The IAPT High Intensity workforce comprises IAPT qualified CBT High Intensity Therapist (HIT), BABCP accredited CBT practitioner (qualified before IAPT), IAPT Trainee CBT High Intensity Therapist (HIT), Therapists delivering Counselling for Depression, Therapists delivering Couples Therapy for Depression, Therapists delivering Brief Dynamic Interpersonal Therapy (DIT), Therapists delivering Interpersonal Psychotherapy for depression (IPT), Therapists delivering Behavioural Couples Therapy, Therapists delivering EMDR Eye Movement Desensitization and Reprocessing Therapy, Therapists delivering Mindfulness-based Cognitive Therapy (MBCT), and Other Therapists and Counsellors (Non-IAPT qualified).

Non-IAPT qualified counsellors and therapists are those with a recognised counselling or therapist qualification who provide high intensity interventions but are not qualified in an IAPT accredited therapy modality, such as CBT, Counselling for Depression, or Couples therapy as described above.

The census returns reported total of 4310 WTE therapists and trainees in High Intensity posts as at 30 April 2015.

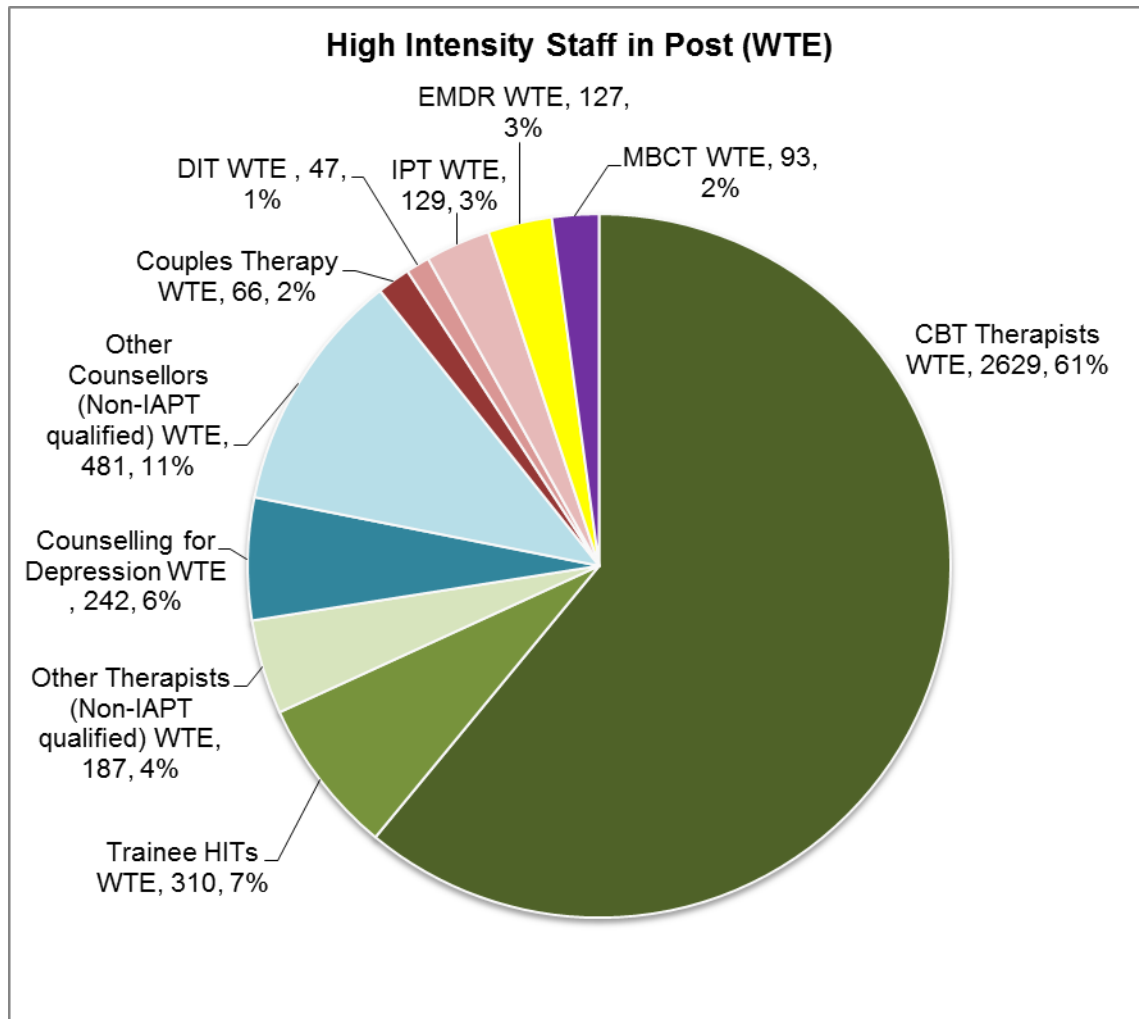


Chart 3: Composition of the High Intensity IAPT workforce

IAPT-qualified High Intensity Therapists represent the majority of the High Intensity workforce (2107 WTE or 49% of total high intensity staff in post WTE), with BABCP accredited CBT practitioners (pre-IAPT qualifications) accounting for a further 522 WTE or 12% of the total high intensity staff in post WTE. Together, this means that the CBT-qualified high intensity workforce comprises 2629 WTE or 61% of staff in post WTE for the high intensity staff group. Other therapists (not IAPT-qualified) make up a further 187 WTE (or 4% of the total high intensity staff in post WTE).

High intensity trainees account for 310 WTE or 7% of staff in post WTE¹⁴.

The classification of the additional modality workforce was refined in 2012 to specifically identify this workforce and make it distinct from others providing NICE approved therapies. In 2015, the categories of Mindfulness CBT and EMDR (Eye Movement Desensitization and Reprocessing Psychotherapy) were added.

The additional modalities of Counselling for Depression and other counsellors providing Step 3 therapies, but not IAPT-qualified as per the census documentation,

¹⁴ This report assumes that all trainees are full-time.

Couples Therapy, DIT, IPT, EMDR and Mindfulness together make up 1184 WTE or 27% of staff WTE in high intensity posts.

The other counsellors and therapists providing Step 3 therapies, but not IAPT-qualified as per the census documentation, (668 WTE or 15%) have not completed an accredited CBT programme or additional modality training. They may be able to enhance their role with the benefit of accredited High Intensity or additional modality training and would then move into the IAPT qualified HIT staff group.

Overall, the participation rate for High Intensity staff was 0.7 WTE¹⁵. This varied from 0.9 WTE for high intensity CBT therapists to 0.4 WTE for Couple Therapists. 3004 individuals worked less than full-time (51% of reported staff in post). On average, the participation rate for this group was 0.5 WTE. The additional modalities workforce has substantially higher proportions of part-time workers than the average for the High Intensity staff category. This strong inclination towards part time working may be a reflection of the additional (non-therapeutic) activities that these staff may undertake, e.g. supervision, administration, management and other duties. However, this is speculative and more detailed work needs to be undertaken to determine whether this low participation rate and high proportion of part-time workers is the results of non-therapeutic duties or whether it is truly reflective of the chosen working patterns of this group. The low participation rate also has significant implications for training, replacing and potentially expanding this staff group, as the outturn from education courses are likely to follow these established working patterns.

¹⁵ Participation rates are calculated as WTE divided by headcount.

High Intensity Therapy (Step 3)	Total Number of Individuals (Staff in Post) ^{16 17}	Full-time WTE	Part-time WTE	Part-time individuals	Total WTE (Staff in Post)	Part-time individuals as a proportion of each workforce	Average Participation rate for all staff (and part-time staff only)	Total Funded Establishment WTE
CBT Therapists	3062	1953.0	684.9	1128	2628.9	37%	0.9 (0.6)	2774.9
<i>High Intensity Therapist (HIT) CBT</i>	2448	1573.5	533.8	886	2107.4	36%	0.9 (0.6)	2224.5
<i>BABCP accredited CBT practitioner</i>	614	379.5	151.1	242	521.6	39%	0.8 (0.6)	550.4
Other Therapists: High Intensity (Non-IAPT qualified)	268	116.0	77.2	153	186.8	57%	0.7 (0.5)	187.8
High Intensity Trainees	310	310.0	0.0	0	310.0	0%	1.0 (N/A)	310.0
Counselling for Depression	349	110.2	131.0	234	241.7	67%	0.7 (0.6)	253.7
Other Counsellor: High Intensity (Non-IAPT qualified)	1057	136.0	346.3	921	481.0	87%	0.5 (0.4)	495.9
Couples Therapy	150	27.9	37.6	140	65.5	93%	0.4 (0.3)	66.9
<i>Couple Therapy for Depression</i>	97	17.5	23.1	97	40.6	101%	0.4 (0.2)	42.0
<i>Behavioural Couples Therapy</i>	53	10.4	14.5	43	24.9	80%	0.5 (0.3)	24.9
Brief Dynamic Interpersonal Therapy (DIT)	82	23.2	23.6	62	46.8	75%	0.6 (0.4)	47.2
Interpersonal Psychotherapy for depression (IPT)	183	77.8	51.3	110	129.1	60%	0.7 (0.5)	129.2
EMDR Eye Movement Desensitization and Reprocessing Therapy	216	76.9	50.1	138	127.0	64%	0.6 (0.4)	125.6
Mindfulness-based Cognitive Therapy (MBCT)	184	65.3	27.6	119	92.9	65%	0.5 (0.2)	92.9
Total High Intensity (Step 3)	5862	2896.3	1429.6	3004	4309.7	51%	0.7 (0.5)	4484.0¹⁸

Table 3: High intensity workforce

¹⁶ It is highly likely that there is some double counting of the total numbers of individuals between HITs and the additional modalities. However, the reported WTEs are assumed to be correct as providers were asked to identify the WTE of the different aspects of each role.

¹⁷ The number of qualified individuals is displayed as reported by IAPT services; it does not necessarily match the sum of full and part time individuals.

¹⁸ Total funded establishment is displayed as reported by services, and so may not equal the total of WTE staff in post plus vacancies.

For the first time, services were asked to specify how many of the CBT High Intensity Therapists and BABCP Practitioners identified are also qualified to deliver therapies in the additional modalities. Of the CBT High Intensity Therapists, 40% are now qualified in multiple modalities, adding to IAPT's ability to offer choice among high intensity therapies.

It is somewhat unclear whether these numbers are in addition to the numbers reported above or whether they specify how many of the additional therapy modality capacity above is delivered by the CBT workforce. It could also be that these staff have been trained in additional areas, but are not delivering these therapies. This may be due to a variety of reasons including that services are not commissioned to provide these therapies, there is inadequate clinical supervision to safely deliver these therapies or that the therapists may spend their time on other areas in the table above. If this is the case, there may be additional unutilised (or underutilised) staff resource to deliver the choice agenda and a range of therapies.

The guidance will be clarified for the next census so that a more robust picture can be captured of the capacity of the current workforce.

Area of additional training	Qualified individuals¹⁹	Proportion of qualified CBT therapists
Counsellors qualified in Counselling for Depression	136	4%
Couple Therapy	169	6%
<i>Couple therapists qualified in Couple Therapy for Depression</i>	88	3%
<i>Qualified Behavioural Couples Therapy</i>	81	3%
Qualified DIT therapists in Brief Dynamic Interpersonal Therapy	65	2%
Qualified IPT therapists	128	4%
EMDR Eye Movement Desensitization and Reprocessing Psychotherapy	473	15%
Mindfulness-based Cognitive Therapy	256	8%

Table 4: HIT/BABCP qualified CBT practitioners who are also trained in additional modalities

¹⁹ It is highly likely that there is some double counting of individuals between the additional modalities, i.e. that some staff are qualified in multiple areas. Therefore no totals are calculated.

8 Trainees

IAPT providers report a total of 780 trainees in post at the census data; this includes 470 Low Intensity (PWP) trainees and 310 High Intensity (HIT) trainees.

For the purpose of the workforce analysis, this report assumes that all trainees are in full-time training, equating 1 headcount to 1 WTE. The next workforce census will aim to measure trainee headcount as well as WTE.

Trainees	Total Number of Individuals
Trainee CBT High Intensity Therapists	310
Trainee Psychological Wellbeing Practitioners (PWPs)	470

Table 5: Trainee workforce

An additional analysis of trainees by HEE region shows that each region trains both low and high intensity therapists. The numbers vary 16 (in North West London) and 70 (in East Midlands) low intensity trainees and between 3 (East of England) and 52 (Kent, Surrey and Sussex) high intensity trainee. One trainee in each low and high intensity training was reported in a service without a specific region (this is usually a national organisation or one that overlaps regional boundaries).

The variation in training number may be a reflection of the training capacity locally.

HEE region	Trainee Low Intensity Therapists	Trainee High Intensity Therapists
HEALTH EDUCATION EAST MIDLANDS	70	50
HEALTH EDUCATION EAST OF ENGLAND	46	3
HEALTH EDUCATION KENT, SURREY & SUSSEX	61	52
HEALTH EDUCATION NORTH CENTRAL & EAST LONDON	35	23
HEALTH EDUCATION NORTH EAST	28	27
HEALTH EDUCATION NORTH WEST	37	30
HEALTH EDUCATION NORTH WEST LONDON	16	11
HEALTH EDUCATION SOUTH LONDON	19	17
HEALTH EDUCATION SOUTH WEST	27	15
HEALTH EDUCATION THAMES VALLEY	27	13
HEALTH EDUCATION WESSEX	28	30
HEALTH EDUCATION WEST MIDLANDS	18	20
HEALTH EDUCATION YORKSHIRE & THE HUMBER	57	18
#N/A	1	1
Grand Total	470	310

Table 6: Trainee workforce by HEE region

9 Education Commissions

The initial ambition for the IAPT workforce was established by the Government. A target for 6000 additional IAPT practitioners was established and initial training targets to deliver this growth were established. By 2014/15 HEE has exceeded the (then) SHA's target of 6000 additional training commissions and has created 7749 training opportunities by the end of 2015/16.

HEE forecasts indicate that this very rapid expansion of the IAPT workforce will continue as long as turnover is controlled and posts are made available.

HEE's commissioned places vary significantly from the total reported by services in the 2015 IAPT Census. This may be because training contracts are held separately by other organisations, with the trainee embedded within the responding IAPT service. It may be due to a bias in the responding organisations. It may also be due to services choosing not to report trainees who are on a term break (and therefore engaged in classroom based learning rather than delivering therapy). More detailed collections and analysis would need to be carried out to fully understand these discrepancies.

	Total commissions	Total trained by end 2015/16
2012/13 (inherited figures)		4995
2013/14	956	5951
2014/15	852 (503 PWP + 349 HIT)	6803
2015/16	946 (579 PWP + 367 HIT)	7749

Table 7: HEE low and high intensity training commissions by year

Other modality training programmes are commissioned by the Local Offices of HEE, rather than being centrally set by a target. The commissions for 2014/15 are shown below.

Programme Name	HEE commissions	Cumulative recruits
Counselling for Depression	191	168
Dynamic Interpersonal Therapy	86	78
Interpersonal Psychotherapy	125	114
Couples Therapy	91	80
Psychodynamic Interpersonal Therapy	23	23
Cognitive Behavioural Analysis System of Psychotherapy	18	18
Eye Movement Desensitisation and Reprocessing	25	25

Table 8: HEE additional modality commissions in 2014/15

It is possible that other training programmes exist outside of HEE commissions. Students on these courses might be self-funded or funded by an employer.

All NHS-funded organisations can access training commissions from HEE.

10 Supervisors

The majority of therapy supervisors have now received IAPT training and accreditation. The census results show that 1388 supervisors were IAPT accredited; this is more than double the number of supervisors who are not IAPT accredited (511).

It is unknown how many of these supervisors also deliver therapy. The previous census report showed that only 5% of supervisors did not deliver therapy. Assuming that the ratio of supervision to therapeutic practice has not changed, this suggests that in 2015, 1804 supervisors provided both supervision and therapy and 95 provided supervision only.

The census did not collect the WTE statistics for supervisors.

Supervisors	Number of individuals
IAPT accredited supervisors	1388
Non-IAPT accredited supervisors	511

Table 8: Supervision workforce

11 Employment Support

Employment Advisors and Employment Coordinators in IAPT work directly with individuals who are in employment as well as people who are out of work and on health-related benefits. They provide practical advice and appropriate interventions to help these individuals to either retain employment or enter the workplace (either for the first time or after a period on health-related out-of-work benefits). Additionally, in some services, employment support is provided by Low Intensity therapists (PWPs).

IAPT services have a variety of delivery models for employment support services, including directly employed specialist Employment Advisors, contracted out services (usually to job centres or voluntary sector organisations), using PWPs to deliver employment support and other models.

50% of responding IAPT services reported either delivering an employment service themselves, giving a WTE for a specialist Employment Advisor, providing the service by contracting it out to another organisation or providing a percentage of PWP time spent on employment advice. However, despite this, only 33% of services self-reported that they provided this service. This implies that this area is not well understood and that further clarification may be needed.

A total of nearly 127 WTE Employment Advisors were identified. Services that reported using PWPs to deliver this service reported that on average, 10% of PWP time was spent on employment support, giving an additional 10.3 WTE.

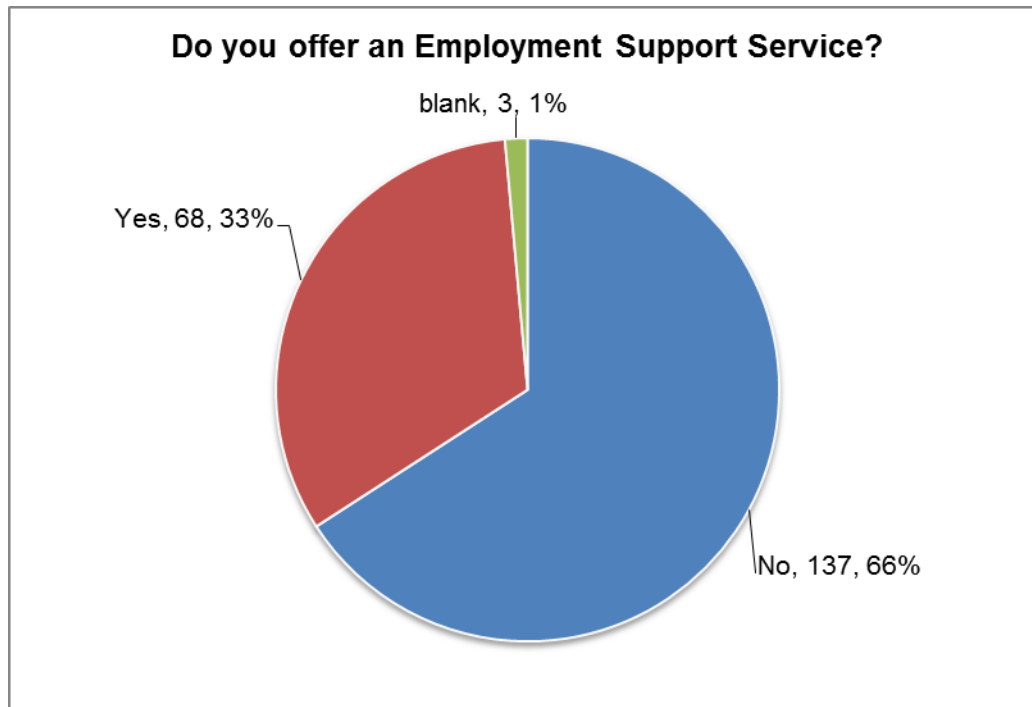


Chart 4: Services self-stating that they offer employment support

Employment Support		Total WTE
Employers who a) state that they provide an employment service OR b) state that they directly or indirectly provide a service OR c) state WTE of ESA OR d) state a percentage of PWP time is spent on employment support	50%	105.0
% providers reported offering an employment support service	33%	69.0
Total WTE of Employment Service (if not provided by PWPs)	127.0	127.0
% PWPs' total time spent on Employment Support, if provided by PWPs	10%	10.3

Table 9: Employment Support services and workforce

The most common source of employment support is an indirectly provided service, i.e. the IAPT provider commissions a different organisation to provide the employment support. This model of service delivery may restrict the potential capacity of IAPT services to deliver an embedded employment support service. Only 29 services reported directly employing Employment Advisors.

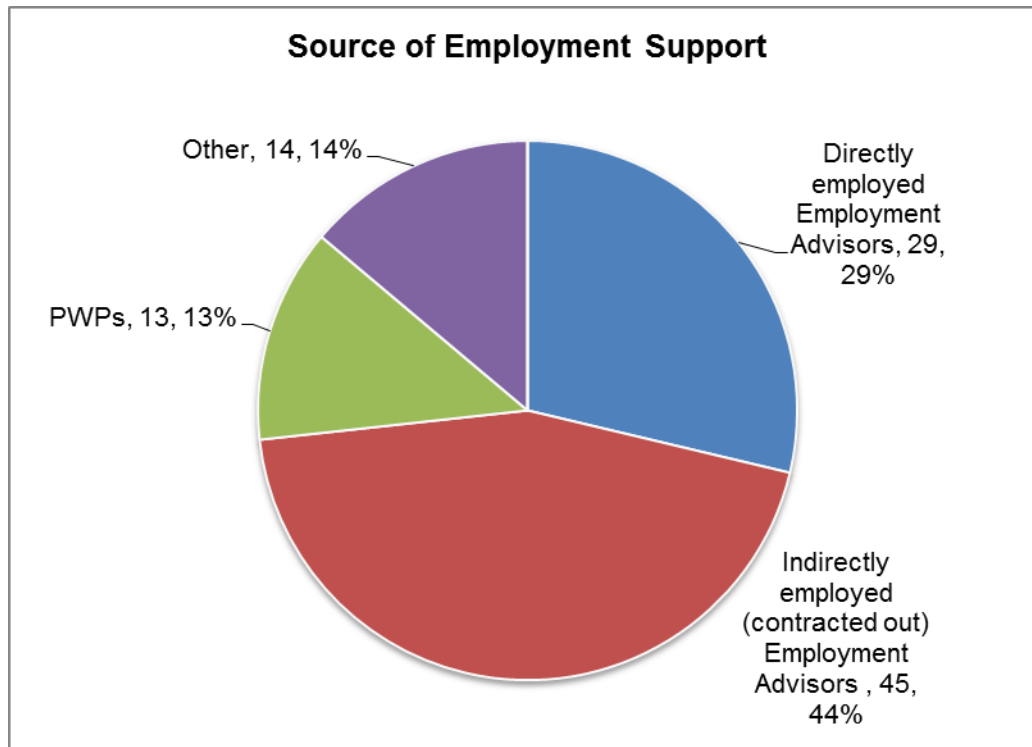


Chart 5: Most common sources of employment support

Who provides the Employment Support Service?	Services	WTE of PWPs	WTE of non-PWPs
Directly employed Employment Advisors	29	0.8	39.9
Indirectly employed (contracted out) Employment Advisors	45	0.8	66.8
PWPs	13	8.8	0
other	14	0	18.3
(blanks)	0	0	2
Grand Total	101	10.3	127.0

Table 10: Most common sources of employment support

12 Workforce Demographics

The 2015 IAPT census is the first large scale collection of workforce demographic data. IAPT services were asked to describe the make-up of their workforce in terms of gender, ethnic background and age groups. To convert the percentages reported by IAPT services, this analysis has taken a weighted average of headcount of low intensity, high intensity, trainee HIT/PWP and supervisors, omitting those providers that entered no data.

The demographic data shows that the IAPT workforce is predominantly female (79%), White British (83%) and relatively young (66% <46 years old).

12.1.1 Gender²⁰

The IAPT workforce is predominantly female (79%), with male staff only making up 21% of the workforce.

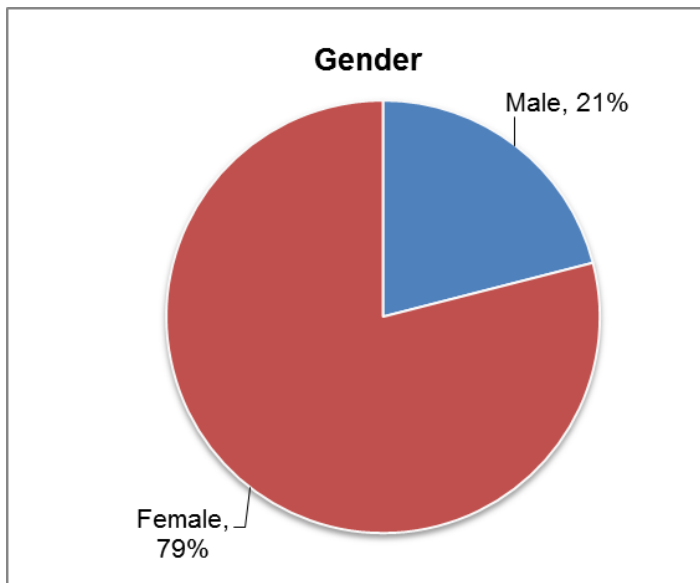


Chart 6: Workforce gender split

12.1.2 Ethnicity²¹

The majority of IAPT staff are White British (83%). IAPT services also reported staff who were Asian or Asian British (8%), Black or Black British (4%), British Mixed (2%), and Other (4%).

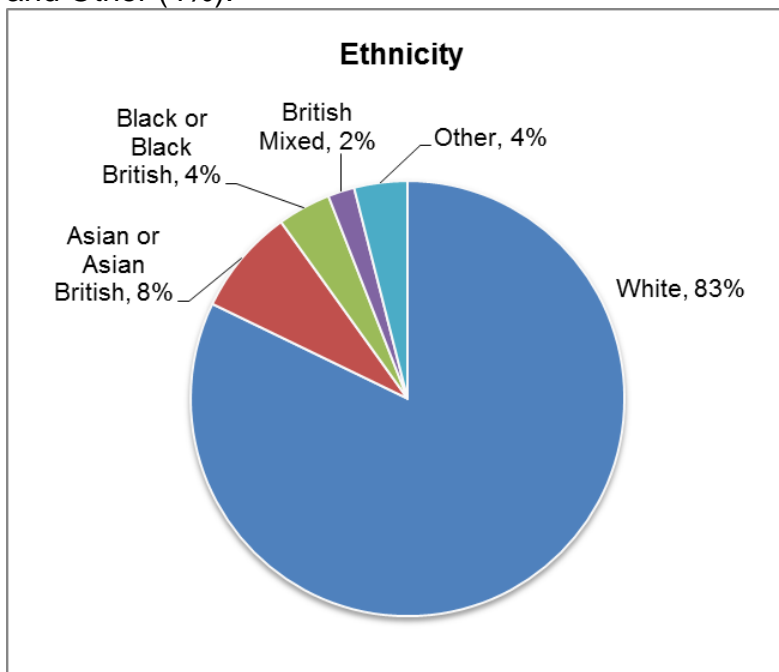


Chart 7: Workforce ethnicity

²⁰ Taken as a weighted average of headcount of low intensity, high intensity, trainee HIT/PWP and supervisors, omitting those providers that entered no data.

²¹ Taken as a weighted average of headcount of low intensity, high intensity, trainee HIT/PWP and supervisors, omitting those providers that entered no data.

12.1.3 Age²²

The majority of IAPT staff (58%) were in the 26-45 age band. Services also reported that 31% of staff were 46-60 years old, 8% were less than 25 years old and 4% were 61 and older.

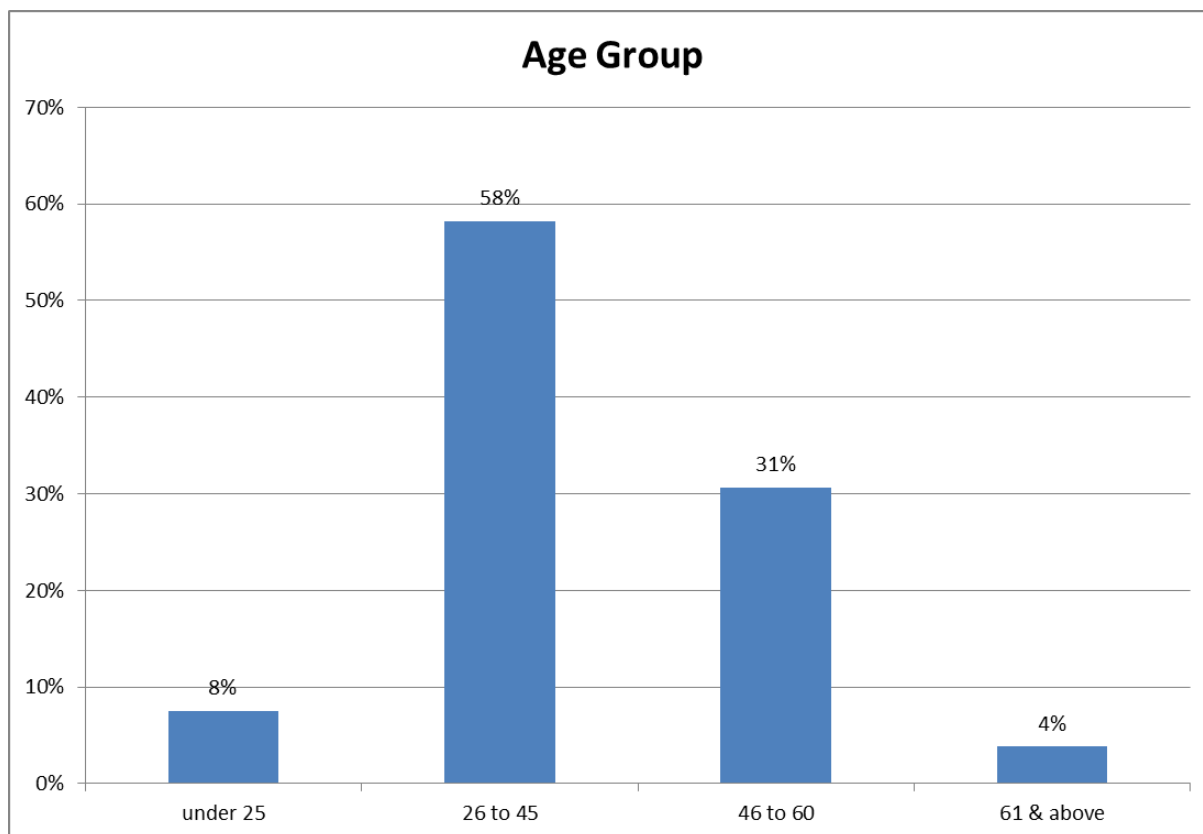


Chart 8: Workforce age groups

13 Sign Language

202 clients received therapy in British Sign Language (BSL) in 2015. 85 providers indicated that they are offering therapy in BSL. The mode of delivery varied, with the majority of services working with contracted out BSL interpreters. Only a small number of 31 directly employed staff have been reported as being able to deliver therapy in BSL.

Number of providers offering therapy in British Sign Language	85
Number of employees who can deliver therapy in sign language	31
Number of clients who received therapy in BSL in FY1415	202

Table 10: Sign language therapy

²² Taken as a weighted average of headcount of low intensity, high intensity, trainee HIT/PWP and supervisors, omitting those providers that entered no data.

14 Leavers

The average turnover (leaver) rate for the Low Intensity staff group is 22%²³. Within the category, this varies from 25% of PWPs leaving in the previous year to 11% of non-IAPT qualified PWPs. There is some anecdotal evidence to suggest that this is simply the result of PWPs moving between services or due to a large proportion of PWPs going into High Intensity training, which would mean that this could be normal and expected behaviour. However, more detailed data is required to determine the specific destinations of these Low Intensity leavers.

Low Intensity Therapy (Step 2)	Number of Leavers between 01/10/14 and 31/03/15	Leaver Rate
Psychological Wellbeing Practitioner (PWP)	181.2	25%
Senior Psychological Wellbeing Practitioner (PWP)	18.1	15%
PWP Workers (Non-IAPT qualified)	13.2	11%
Other Counsellor: Low Intensity (Non-IAPT qualified)	23.0	21%
Other Therapists: Low Intensity (Non-IAPT qualified)	15.0	29%

Table 11: Leavers from Low Intensity Therapy (Step 2)

The average turnover (leaver) rate for the High Intensity staff group is relatively low (9%) compared with the PWPs. Within the category, this varies from 12% of HITs leaving in the previous year to 0% of some of the additional modalities (however, it must be noted that the small numbers in these groups mean that no turnover in the past year is not necessarily an indicator of future behaviour).

High Intensity Therapy (Step 3)	Number of Leavers between 01/10/14 and 31/03/15	Leaver Rate
CBT Therapists	184.2	12%
<i>High Intensity Therapist (HIT) CBT</i>	<i>145.4</i>	<i>12%</i>
<i>BABCP accredited CBT practitioner</i>	<i>38.8</i>	<i>13%</i>
Other Therapists: High Intensity (Non-IAPT qualified)	14.0	10%

Table 12: Leavers from High Intensity Therapy (Step 3)

The 2016 workforce census will examine career progression in more detail, in particular, how many stay in the IAPT system and how many move on.

²³ Leaver rates are calculated as headcount of leavers over total headcount.

High Intensity Therapy (Step 3)	Number of Leavers between 01/10/14 and 31/03/15	Leaver Rate
Counselling for Depression	20.4	12%
Other Counsellor: High Intensity (Non-IAPT qualified)	20.6	4%
Couples Therapy	1.0	1%
<i>Couple Therapy for Depression</i>	<i>1.0</i>	<i>2%</i>
<i>Behavioural Couples Therapy</i>	<i>0.0</i>	<i>0%</i>
Brief Dynamic Interpersonal Therapy (DIT)	1.0	2%
Interpersonal Psychotherapy for depression (IPT)	3.0	3%
EMDR Eye Movement Desensitization and Reprocessing Therapy	0.0	0%
Mindfulness-based Cognitive Therapy	1.0	1%

Table 13: Leavers from additional modalities (Step 3)

Regional analysis	PWPs	Senior PWPs	HITs	BABCP accredited CBT practitioner
HEE Region				
HEALTH EDUCATION EAST MIDLANDS	33%	14%	8%	10%
HEALTH EDUCATION EAST OF ENGLAND	45%	0%	4%	28%
HEALTH EDUCATION KENT, SURREY & SUSSEX	36%	42%	13%	27%
HEALTH EDUCATION NORTH CENTRAL & EAST LONDON	7%	0%	10%	25%
HEALTH EDUCATION NORTH EAST	19%	0%	14%	12%
HEALTH EDUCATION NORTH WEST	17%	10%	14%	8%
HEALTH EDUCATION NORTH WEST LONDON	47%	0%	23%	0%
HEALTH EDUCATION SOUTH LONDON	40%	31%	15%	0%
HEALTH EDUCATION SOUTH WEST	19%	13%	15%	36%
HEALTH EDUCATION THAMES VALLEY	51%	8%	31%	10%
HEALTH EDUCATION WESSEX	16%	36%	12%	0%
HEALTH EDUCATION WEST MIDLANDS	15%	46%	9%	13%
HEALTH EDUCATION YORKSHIRE & THE HUMBER	18%	0%	5%	6%
Grand Total	25%	14%	12%	14%

Table 14: Leaver rates by HEE region

15 Vacancies

Overall, there were 426 reported vacancies across Low Intensity, High Intensity and Additional Modality areas. Each of these areas is examined in detail below.

Nationally, there were 260 reported WTE vacancies (equating to a 10% vacancy rate²⁴).

Low Intensity Therapy (Step 2)	Total Vacancies WTE
Psychological Wellbeing Practitioner (PWP)	216.0
Senior Psychological Wellbeing Practitioner (PWP)	11.0
PWP Workers (Non-IAPT qualified)	11.8
Other Counsellor: Low Intensity (Non-IAPT qualified)	15.4
Other Therapists: Low Intensity (Non-IAPT qualified)	5.6

Table 15: Vacancies reported in Low Intensity Therapy (Step 2)

Nationally, there were 167 reported WTE vacancies (equating to a 4% vacancy rate²⁵); this is substantially lower than the previous staff group. This suggests that Step 3 services are not struggling to recruit against a national shortage of staff, i.e. that the demand from services is not currently outstripping the available supply of trained CBT practitioners.

High Intensity Therapy (Step 3)	Total Vacancies WTE
CBT Therapists	134.9
<i>High Intensity Therapist (HIT) CBT</i>	<i>119.1</i>
<i>BABCP accredited CBT practitioner</i>	<i>15.8</i>
Other Therapists: High Intensity (Non-IAPT qualified)	1.0

Table 16: Vacancies reported in High Intensity Therapy (Step 3)

High Intensity Therapy (Step 3)	Total Vacancies WTE
Counselling for Depression	12.0
Other Counsellor: High Intensity (Non-IAPT qualified)	17.9
Couples Therapy	0.9
<i>Couple Therapy for Depression</i>	<i>0.9</i>
<i>Behavioural Couples Therapy</i>	<i>0.0</i>
Brief Dynamic Interpersonal Therapy (DIT)	0.0
Interpersonal Psychotherapy for depression (IPT)	0.0
EMDR Eye Movement Desensitization and Reprocessing Therapy	0.5
Mindfulness-based Cognitive Therapy (MBCT)	0.0

Table 17: Vacancies reported in additional modalities (Step 3)

²⁴ Vacancy is calculated as percentage of WTE vacancies over WTE total funded establishment.

²⁵ Vacancy is calculated as percentage of WTE vacancies over WTE total funded establishment.

16 Trends over Time

Detailed comparison of the 2012, 2014 and 2015 workforce census results is difficult due to changes made to the workforce categories (and the guidance on completion) and changes in commissioning structures and boundaries. However, the top-line analysis implies that the WTE of qualified CBT Therapists (HITs & PWPs) has increased whilst the WTE of the additional modalities therapists and non-IAPT qualified counsellors & therapists has decreased somewhat.

	Total Funded Establishment WTE 2012	Total Funded Establishment WTE 2014	Total Funded Establishment WTE 2015	Trend 2012- 2014	Trend 2014- 2015
Psychological Wellbeing Practitioner (PWP)	1176	1451	1544.3	275	93.3
Senior Psychological Wellbeing Practitioner (PWP)	136	195	240.6	59	45.6
CBT Therapists	2019	2521	2774.9	502	253.9
<i>High Intensity Therapist (HIT) CBT</i>			2224.5		
<i>BABCP accredited CBT practitioner</i>			550.4		
Counselling for Depression	123	262	253.7	139	-8.3
Couples Therapy	75	86	66.9	11	-19.1
<i>Couple Therapy for Depression</i>			42.0		
<i>Behavioural Couples Therapy</i>			24.9		
Brief Dynamic Interpersonal Therapy (DIT)	42	66	47.2	24	-18.8
Interpersonal Psychotherapy for depression (IPT)	93	140	129.2	47	-10.8
Other Counsellors and Therapists (Non-IAPT qualified Step 2/3 therapists)	1105	1110	934.3	5	-175.8

Table 18: Trends over time

17 Conclusions

The census provides a detailed picture of the IAPT workforce, and highlights issues which warrant further investigation at a national and local level.

Future census collections will aim to provide:

- More reliable baseline data for existing staff, by moving to line-level data collection, and clarifying guidance notes and staff categories.
- Information on leaver rates and career progression – In order to evaluate the impact of turnover rates, the reasons for leaving need to be explored and strategies for increasing staff retention rates need to be developed. Going beyond the workforce census, in depth analyses of workforce volatility are required in future to explore leaver destinations and career progression, for example, through longitudinal study.
- Information on trainees in modalities other than CBT. Adding these categories to the next census will result in a more complete picture of the IAPT workforce.

In addition, information on the IAPT workforce is not routinely collected nationally. Work is underway to improve coding and mapping of IAPT staff in national workforce datasets, such as those established by NHS Digital. This will take some time, but in the long term collecting workforce information via electronic staff records (ESR) would result in improved consistency of data submissions and less burden on IAPT staff to participate in annual census collections.

Issues this census highlighted which are relevant for local IAPT services include:

- ***A large number of non-IAPT qualified step 2 therapists and counsellors who provide low intensity therapy.*** These staff will have a recognised counselling or therapist qualification but are not qualified as a PWP. It is recommended that low intensity therapies are provided by trained and qualified practitioners who have successfully completed an IAPT accredited low intensity training course.
- ***CBT and Counselling continue to represent the majority of therapy capacity within IAPT,*** with an underrepresentation of DIT, IPT and Couples therapy. Increasing capacity for the full range of NICE approved therapies for depression will improve patient choice and may lead to increased treatment take-up and recovery rates.
- ***A considerable number of non-IAPT qualified step 3 counsellors and therapists who provide high intensity therapy.*** These staff will have a recognised counselling or therapist qualification but are not qualified in an IAPT therapy modality, such as CBT, Counselling for Depression, or Couples Therapy. These staff groups are experienced in delivering high intensity therapies and may provide an excellent resource for increasing capacity in the therapy modalities that are currently underrepresented, such as IPT, DIT, and Couples Therapy.

- ***The majority of high intensity therapists who provide additional modality therapies are employed on a part-time basis.*** Capacity may be increased by increasing WTE for existing part-time staff.
- ***The IAPT workforce is predominantly white, female, aged 26-45.*** This means the IAPT workforce is not always representative of local populations and service users.

18 Annexes

18.1 Annex 1 – Breakdown of Service Providers by HEE LETB

Service Providers²⁶ by HEE LETB
HEALTH EDUCATION EAST MIDLANDS
BEDFORDSHIRE WELLBEING SERVICE IESO DIGITAL HEALTH / PSYCHOLOGY ONLINE CENTRAL NORTH WEST LONDON MENTAL HEALTH NHS FOUNDATION TRUST (MILTON KEYNES IAPT) DERBYSHIRE HEALTHCARE NHS FOUNDATION TRUST HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST INSIGHT HEALTHCARE - DERBYSHIRE INSIGHT HEALTHCARE - NOTTINGHAM CITY INSIGHT HEALTHCARE - NOTTINGHAMSHIRE LEA VALE MEDICAL GROUP LEICESTERSHIRE PARTNERSHIP NHS TRUST LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST LUTON WELLBEING SERVICE NOTTINGHAMSHIRE HEALTHCARE NHS TRUST RELATE BEDFORDSHIRE AND LUTON SOUTH STAFFORDSHIRE AND SHROPSHIRE HEALTHCARE NHS FOUNDATION TRUST STARFISH HEALTH AND WELLBEING TRENT CBT SERVICES LTD
HEALTH EDUCATION EAST OF ENGLAND
CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST INSIGHT HEALTHCARE - OAKDALE PSYCHOLOGICAL THERAPIES (PETERBOROUGH) NORFOLK AND SUFFOLK NHS FOUNDATION TRUST SOUTH ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST
HEALTH EDUCATION KENT, SURREY & SUSSEX
BICS MENTAL HEALTH GATEWAY CENTRE FOR PSYCHOLOGY COUNSELLING TEAM LTD DARTFORD, GRAVESHAM AND SWANLEY MIND DORKING HEALTHCARE LIMITED DOVER COUNSELLING CENTRE HQ FAVERSHAM COUNSELLING SERVICE HEALTHSHARE LTD INSIGHT HEALTHCARE - KENT & MEDWAY KCA PTP THANET / ADDACTION KCA PTP ASHFORD KCA PTP CANTERBURY & COASTAL / ADDACTION KCA PTP MEDWAY AND SWALE / ADDACTION

²⁶ Service providers are listed based on the service provider code they use to submit data to the IAPT Minimum Data Set.

KCA PTP REIGATE & KCA WOKING / ADDACTION
 HAMMERSMITH & FULHAM IAPT (LAKESIDE UNIT)
 PSICON LIMITED
 SURREY & BORDERS PARTNERSHIP TRUST (NAPIER HOUSE)
 SUSSEX COMMUNITY NHS TRUST
 SUSSEX PARTNERSHIP NHS FOUNDATION TRUST
 UNIVERSITY MEDICAL CENTRE

HEALTH EDUCATION NORTH CENTRAL & EAST LONDON

BARNET IAPT
 CAMDEN IAPT
 COMPASS WELLBEING COMMUNITY INTEREST COMPANY
 HOMERTON UNIVERSITY HOSPITAL NHS FOUNDATION TRUST
 ISLINGTON IAPT
 NEWHAM IAPT
 NORTH EAST LONDON NHS FOUNDATION TRUST
 THE WHITTINGTON HOSPITAL NHS TRUST
 WESTMINSTER MIND

HEALTH EDUCATION NORTH EAST

ALLIANCE PSYCHOLOGICAL SERVICES LIMITED
 CUMBRIA PARTNERSHIP NHS FOUNDATION TRUST
 INSIGHT HEALTHCARE - AQP-PRIMARY CARE PSYCHOLOGICAL THERAPIES (TEES)
 INSIGHT HEALTHCARE - NORTHUMBERLAND
 MIND CENTRE
 NEWCASTLE TALKING THERAPIES
 NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST
 SOUTH TYNESIDE NHS FOUNDATION TRUST
 STARFISH HEALTH AND WELLBEING
 TEES, ESK WEAR VALLEY NHS TRUST (TEES)
 TEES, ESK, WEAR VALLEY NHS TRUST (DURHAM)
 THE NEWCASTLE UPON TYNE HOSPITALS NHS FOUNDATION TRUST
 NORTH TYNESIDE TALKING THERAPIES (WALLSEND HEALTH CENTRE)

HEALTH EDUCATION NORTH WEST

1POINT (NORTH WEST) LIMITED
 5 BOROUGH PARTNERSHIP NHS FOUNDATION TRUST (HALTON)
 5 BOROUGH PARTNERSHIP NHS FOUNDATION TRUST (WIGAN)
 ACCESS SEFTON
 BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST
 BOLTON METROPOLITAN BOROUGH COUNCIL
 BRIDGEWATER COMMUNITY HEALTHCARE NHS TRUST
 CHESHIRE & WIRRAL PARTNERSHIP FOUNDATION TRUST (DENTON HOUSE)
 CHESHIRE & WIRRAL PARTNERSHIP FOUNDATION TRUST (1829 BUILDING)
 EAST LANCASHIRE WOMEN'S CENTRE
 GREATER MANCHESTER WEST MENTAL HEALTH NHS FOUNDATION TRUST
 INSIGHT HEALTHCARE - PRIMARY CARE MENTAL HEALTH SERVICE (WIRRAL)
 LANCASHIRE CARE NHS FOUNDATION TRUST
 MANCHESTER MENTAL HEALTH AND SOCIAL CARE TRUST

MERSEY CARE NHS TRUST PENNINE CARE NHS FOUNDATION TRUST SELF HELP SERVICES SIX DEGREES SOCIAL ENTERPRISE CIC SOUTH STAFFORDSHIRE AND SHROPSHIRE HEALTHCARE NHS FOUNDATION TRUST WARRINGTON PSYCHOLOGICAL SERVICE
HEALTH EDUCATION NORTH WEST LONDON
CENTRAL LONDON COMMUNITY HEALTHCARE NHS TRUST CENTRAL NORTH WEST LONDON MENTAL HEALTH NHS FOUNDATION TRUST WEST LONDON MENTAL HEALTH TRUST (GLOUCESTER HOUSE)
HEALTH EDUCATION SOUTH LONDON
BROMLEY HEALTHCARE LAMBETH PSYCHOLOGICAL THERAPIES SERVICE LEWISHAM PSYCHOLOGICAL THERAPIES SERVICE MERTON IAPT MIND IN BEXLEY OXLEAS NHS FOUNDATION TRUST SOUTH WEST LONDON AND ST GEORGE'S MENTAL HEALTH NHS TRUST (SUTTON IAPT) SOUTHWARK PSYCHOLOGICAL THERAPIES SERVICES WANDSWORTH IAPT
HEALTH EDUCATION SOUTH WEST
AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST CORNWALL PARTNERSHIP NHS FOUNDATION TRUST DEVON PARTNERSHIP NHS TRUST OUTLOOK SOUTH WEST LLP SOMERSET PARTNERSHIP NHS FOUNDATION TRUST
HEALTH EDUCATION THAMES VALLEY
2GETHER NHS FOUNDATION TRUST AVON AND WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST BERKSHIRE HEALTHCARE NHS FOUNDATION TRUST HEALTHY MINDS LIFT PSYCHOLOGY SWINDON / SEQOL PML COUNSELLING SERVICE TALKINGSPACE
HEALTH EDUCATION WESSEX
DORSET HEALTHCARE NHS FOUNDATION TRUST ISLE OF WIGHT NHS TRUST SOLENT NHS TRUST SOUTHERN HEALTH NHS FOUNDATION TRUST TALKPLUS
HEALTH EDUCATION WEST MIDLANDS
2GETHER NHS FOUNDATION TRUST BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST BIRMINGHAM M/HEALTH CONSORTIUM BLACK COUNTRY PARTNERSHIP MENTAL HEALTH NHS FOUNDATION TRUST

BLAKENALL VILLAGE CENTRE COVENTRY AND WARWICKSHIRE PARTNERSHIP NHS TRUST DUDLEY AND WALSALL MENTAL HEALTH PARTNERSHIP NHS TRUST KALEIDOSCOPE PLUS (MIND) GROUP WORCESTERSHIRE HEALTH AND CARE NHS TRUST
HEALTH EDUCATION YORKSHIRE & THE HUMBER
BRADFORD DISTRICT CARE TRUST CITY HEALTH CARE PARTNERSHIP CIC SOUTH WEST YORKSHIRE PARTNERSHIP NHS FOUNDATION TRUST (FIELDHEAD HOSPITAL) HUMBER NHS FOUNDATION TRUST INSIGHT HEALTHCARE - BASSETLAW TALKING THERAPIES INSIGHT HEALTHCARE - CALDERDALE PRIMARY CARE PSYCHOLOGICAL SERVICES INSIGHT HEALTHCARE - EAST RIDING OF YORKSHIRE KENDRAY HOSPITAL LEEDS AND YORK PARTNERSHIP NHS FOUNDATION TRUST LEEDS COMMUNITY HEALTHCARE NHS TRUST NAVIGO ROTHERHAM, DONCASTER AND SOUTH HUMBER NHS FOUNDATION TRUST SHEFFIELD HEALTH & SOCIAL CARE FOUNDATION TRUST TEES, ESK WEAR VALLEY NHS TRUST (NORTH YORKSHIRE) (THE BRIARY UNIT) TURNING POINT
NATIONAL PROVIDERS
BIG WHITE WALL SIGNHEALTH – BSL HEALTH MINDS

18.2 Annex 2 – Overview of Workforce Categories

Step 2 Therapist Roles	Professionally accredited	Description of role	Description of qualification
Psychological Wellbeing Practitioner (PWP)	BPS	PWPs are trained to motivate patients with mild to moderate anxiety and depression to use evidence-based low intensity CBT interventions, through face to face, telephone and internet contact.	Qualified Psychological Wellbeing Practitioners (PWPs) have successfully completed a BPS accredited IAPT low intensity or PWP training course or attended top-up training or taken specific PWP training course modules.
Senior Psychological Wellbeing Practitioner (PWP)	BPS	Provide supervision, management and training to qualified and trainee PWPs and/or undertake specialist work.	2 years post-qualifying experience & Qualified Psychological Wellbeing Practitioners (PWPs) have successfully completed a BPS accredited IAPT low intensity or PWP training course or attended top-up training or taken specific PWP training course modules.
Trainee PWPs	BPS	PWPs who are currently undertaking a BPS accredited IAPT PWP course and are yet to complete the course and qualify.	
PWP Workers (Not-IAPT qualified)		Workers providing low intensity CBT interventions	Individuals who have not passed a BPS accredited Low Intensity or PWP IAPT training course or were appointed as a PWP on the basis of prior experience/training without attending a top up training course.
Other Counsellor Low Intensity		Counsellors who provide low Intensity intervention with a recognised counselling qualification but not qualified as a PWP	
Other Therapists Low Intensity		Therapists who provide low intensity interventions with a recognised therapy qualification but not qualified as a PWP	

Step 3 Therapist Roles	Professionally accredited	Description of role	Description of qualification
CBT High Intensity Therapist (HIT)	BABCP	High Intensity Therapists work with clients who have moderate to severe anxiety and depression. These staff could include clinical psychologists, counsellors, nurses, occupational therapists, experienced graduate mental health workers or psychotherapists who have received the required IAPT training.	Qualified CBT High Intensity Therapists (HITs) have successfully completed a BABCP accredited IAPT High Intensity training course or IAPT High Intensity top up course.
Cognitive Behavioural Therapist (CBP)	BABCP	Cognitive behavioural psychotherapy is a structured, short-term, present-oriented psychotherapy for depression, directed toward solving current problems and modifying dysfunctional (inaccurate and/or unhelpful) thinking and behaviour.	Therapist must be BABCP accredited, would usually have two years' experience since qualification in their Core Profession, meet all the Minimum Training Standards, maintain an agreed level of continuing professional development in Cognitive and/or Behavioural Therapy, receive regular clinical supervision and adhere to the BABCP 'Standards of Conduct, Performance and Ethics in the Practice of Behavioural and Cognitive Psychotherapies'.
Counselling for Depression (Qualified)	BACP	High Intensity Counselling for Depression is offered to people with persistent sub-threshold depressive symptoms or mild to moderate depression. It is recommended 16-20 sessions are offered as a step 3 intervention.	A Counsellor that has successfully completed an IAPT Counselling for Depression Course accredited by the BACP.
Couples Therapy for Depression (Qualified)	BSCPC	This step 3 high intensity intervention of couple therapy is designed to treat depression in patients in established relationships where the relationship played a role in developing, maintaining or resolving the depressive disorder.	A Couples Therapist who has successfully completed an IAPT Couples Therapy for Depression Course accredited by the British Society of Couples Psychotherapists and Counsellors (BSCPC).
Brief Dynamic Interpersonal Therapy for Depression (Qualified)	BCP	DIT is a brief (16 session) psychodynamic psychotherapy developed for the treatment of mood disorders. It is being rolled out within IAPT services as the brief psychodynamic model for the treatment of depression specifically.	A therapist who has successfully completed an IAPT Brief Dynamic Interpersonal Therapy Course accredited by the British Psychoanalytic Council (BPC).
Interpersonal Psychotherapy Therapist for Depression (IPT)	IPTUK	High Intensity IPT is a step 3 therapy for people with persistent sub-threshold depressive symptoms or mild to moderate depression that has not responded to a low-intensity intervention and those with an initial	A therapist who has successfully completed an IAPT IPT Course accredited by IPTUK.

		presentation of moderate or severe depression.	
Behavioural Couples Therapy (BCT)	BABCP	BCT is a 20-session treatment for depression for couples where there is both relationship distress and depression in one of the partners. The BCT model focuses on the relational aspects of depression and on factors that reduce stress and increase support within the couple.	
Mindfulness Therapist MBCT		MBCT teachers deliver a 8 week MBCT course, designed primarily to prevent depressive relapse. It is an integration of mindfulness with CBT methods. These staff could include Low and High Intensity CBT therapists. They are typically drawn from professional groupings including clinical psychologists, counsellors, nurses, occupational therapists, psychiatrists or psychotherapists.	MBCT therapists have typically followed a supervised training pathway either within a Master's in mindfulness-based approaches or as continuing professional development, over a minimum of a year. The training includes at a minimum the theoretical underpinnings of MBCT, sustaining a daily personal mindfulness practice, teaching MBCT classes under supervision of an experienced MBCT teacher and on completion having been assessed as competent. There is as yet no formal accreditation, but the UK Network for Mindfulness-based Teacher Training Organisations has developed Good Practice Guidelines.
Eye Movement Desensitization and Reprocessing Psychotherapist (EMDR)	EMDR Europe	EMDR is a psychotherapy developed by Francine Shapiro that emphasizes disturbing memories as the cause of psychopathology and alleviates the symptoms of post-traumatic stress disorder (PTSD). EMDR is used for individuals who have experienced severe trauma that remains unresolved.	A therapist who has successfully completed level 2 practitioner training or consultant course accredited by EMDR Europe
Trainee HITs	BABCP	HITs who are currently undertaking a BABCP accredited IAPT HIT course and are yet to complete the course and qualify.	
Other Counsellor High Intensity		Counsellors with a recognised counselling qualification who provide high intensity interventions but not qualified in Counselling for Depression or are not qualified as a PWP or are not a qualified HIT or are not qualified in any other IAPT Modality of Therapy.	
Other Therapists High Intensity		Therapists who provide high intensity interventions who are not counsellors, a PWP or IAPT accredited High Intensity Therapist in any IAPT modality.	

Other Roles	Professionally accredited	Description of role	Description of qualification
Supervisors who are not IAPT accredited		Individuals who supervise staff but have not completed APT accredited supervisor's course	
IAPT accredited supervisors	BACP, BABCP, BPS	Individuals who supervise staff and who have completed an IAPT accredited supervisor's course	
Employment Support Co-ordinator		Co-ordinate employment support and advice across the IAPT service. Works directly with individuals who are in employment, people who are out of work and those on health-related benefits. Provides practical advice and relevant interventions to help individuals retain employment or enter employment, either for the first time or after a period of receiving ill-health related benefits	
Employment Advisor		Works directly with individuals who are in employment, people who are out of work and those on health-related benefits. Provides practical advice and relevant interventions to help individuals retain employment or enter employment, either for the first time or after a period of receiving ill-health related benefits	
Externally contracted Employment Advisor/Co-ordinator		Not directly employed by the service, but contracted to work directly or strategically to enable individuals retain employment or enter employment	

18.3 Annex 3 – Breakdown of IAPT workforce by CCG²⁷

18.3.1 Low Intensity Workforce

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS AIREDALE, WHARFEDALE AND CRAVEN CCG	0.0	0.0	0.0	0.0	0.0
NHS ASHFORD CCG	4.5	4.3	0.0	0.2	0.2
NHS AYLESBURY VALE CCG	4.4	4.3	0.0	0.0	0.0
NHS BARKING AND DAGENHAM CCG	13.0	11.6	2.0	0.0	0.0
NHS BARNET CCG	6.0	5.5	0.0	1.0	1.0
NHS BARNSELEY CCG	18.0	17.3	3.0	7.0	5.8
NHS BASILDON AND BRENTWOOD CCG	2.0	2.0	1.3	0.5	0.5
NHS BASSETLAW CCG	5.0	4.3	0.0	0.0	0.0
NHS BATH AND NORTH EAST SOMERSET CCG	10.0	10.0	1.0	5.0	5.0
NHS BEDFORDSHIRE CCG	8.0	7.3	5.0	0.0	0.0
NHS BEXLEY CCG	4.0	4.0	2.0	6.0	3.4
NHS BIRMINGHAM CROSSCITY CCG	15.4	14.3	4.0	5.7	5.0
NHS BIRMINGHAM SOUTH AND CENTRAL CCG	11.2	10.5	2.4	11.8	9.4
NHS BLACKBURN WITH DARWEN CCG	7.2	6.7	0.7	1.0	1.0
NHS BLACKPOOL CCG	11.2	10.2	1.6	0.0	0.0
NHS BOLTON CCG	9.0	8.8	1.0	1.0	1.0
NHS BRACKNELL AND ASCOT CCG	2.4	2.4	0.6	1.7	1.7

²⁷ This includes CCGs for which there was no census return.

²⁸ Includes other counsellors and therapists non-IAPT qualified.

²⁹ Headcounts include unsuppressed decimal places, resulting from the calculation of IAPT service providers allocation of resources across multiple CCGs, i.e. if a service employs 3 PWPs and they all work across two CCGs, then each CCG will be shown as having 1.5 PWPs.

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS BRADFORD CITY CCG	0.0	0.0	0.0	0.0	0.0
NHS BRADFORD DISTRICTS CCG	0.0	0.0	0.0	0.0	0.0
NHS BRENT CCG	9.9	9.6	2.7	0.7	0.7
NHS BRIGHTON AND HOVE CCG	8.0	6.9	2.0	3.0	2.6
NHS BRISTOL CCG	7.9	5.6	0.0	27.8	9.1
NHS BROMLEY CCG	17.0	16.6	1.6	0.0	0.0
NHS BURY CCG	0.0	0.0	0.0	0.0	0.0
NHS CALDERDALE CCG	6.0	3.6	0.9	0.0	0.0
NHS CAMBRIDGESHIRE AND PETERBOROUGH CCG	15.0	14.5	3.0	21.0	21.0
NHS CAMDEN CCG	13.0	12.7	0.0	0.0	0.0
NHS CANNOCK CHASE CCG	1.4	1.4	0.0	4.3	4.3
NHS CANTERBURY AND COASTAL CCG	8.7	8.5	0.0	10.4	9.0
NHS CASTLE POINT AND ROCHFORD	2.0	2.0	1.3	0.5	0.5
NHS CENTRAL LONDON (WESTMINSTER) CCG	5.2	5.1	1.4	13.1	0.7
NHS CENTRAL MANCHESTER CCG	5.6	5.4	0.7	4.8	4.2
NHS CHILTERN CCG	18.6	18.2	0.0	0.0	0.0
NHS CHORLEY AND SOUTH RIBBLE CCG	11.0	9.0	0.0	0.0	0.0
NHS CITY AND HACKNEY CCG	13.0	13.0	0.0	0.0	0.0
NHS COASTAL WEST SUSSEX CCG	15.0	13.6	0.0	0.0	0.0
NHS CORBY CCG	0.0	0.0	0.0	0.0	0.0
NHS COVENTRY AND RUGBY CCG	11.1	10.6	0.9	1.8	0.4
NHS CRAWLEY CCG	0.0	0.0	0.0	0.0	0.0
NHS CROYDON CCG	0.0	0.0	0.0	0.0	0.0
NHS CUMBRIA CCG	28.0	19.0	1.0	10.0	7.5
NHS DARLINGTON CCG	3.2	2.9	1.5	0.2	0.2
NHS DARTFORD, GRAVESHAM AND SWANLEY CCG	3.3	3.2	0.0	5.0	4.5

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS DONCASTER CCG	14.0	13.3	1.0	1.0	0.4
NHS DORSET CCG	30.0	26.0	3.0	0.0	0.0
NHS DUDLEY CCG	2.0	1.6	2.0	9.0	7.4
NHS DURHAM DALES, EASINGTON AND SEDGEFIELD CCG	10.1	9.4	4.8	0.5	0.5
NHS EALING CCG	0.0	0.0	0.0	0.0	0.0
NHS EAST AND NORTH HERTFORDSHIRE CCG	13.0	12.7	14.7	0.0	0.0
NHS EAST LANCASHIRE CCG	16.6	14.9	7.5	1.0	1.0
NHS EAST LEICESTERSHIRE AND RUTLAND CCG	8.6	7.9	2.5	3.4	3.3
NHS EAST RIDING OF YORKSHIRE CCG	14.2	13.1	2.0	0.0	0.0
NHS EAST STAFFORDSHIRE CCG	2.0	2.0	0.0	3.0	3.0
NHS EAST SURREY CCG	3.2	2.8	0.0	1.5	1.5
NHS EASTBOURNE, HAILSHAM & SEAFORD CCG	4.3	2.9	1.3	5.0	4.3
NHS EASTERN CHESHIRE CCG	5.0	4.8	0.0	3.0	1.3
NHS ENFIELD CCG	8.0	7.6	4.0	0.0	0.0
NHS EREWASH CCG	2.4	1.9	0.8	0.0	0.0
NHS FAREHAM AND GOSPORT CCG	0.0	0.0	0.0	0.0	0.0
NHS FYLDE & WYRE CCG	6.0	5.0	0.5	0.0	0.0
NHS GATESHEAD CCG	8.0	8.0	0.0	0.0	0.0
NHS GLOUCESTERSHIRE CCG	17.0	16.0	0.4	1.0	0.6
NHS GREAT YARMOUTH AND WAVENEY CCG	10.0	9.5	3.0	2.0	1.6
NHS GREATER HUDDERSFIELD CCG	7.2	7.2	0.0	1.2	1.2
NHS GREATER PRESTON CCG	9.0	8.4	1.9	0.0	0.0
NHS GREENWICH CCG	8.0	8.0	1.0	0.0	0.0
NHS GUILDFORD AND WAVERLEY CCG	3.6	3.1	0.0	1.6	1.6
NHS HALTON CCG	0.0	0.0	0.0	0.0	0.0
NHS HAMBLETON, RICHMONDSHIRE AND WHITBY CCG	1.3	1.3	2.3	4.0	3.6

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS HAMMERSMITH AND FULHAM CCG	13.0	12.6	1.2	0.0	0.0
NHS HARDWICK CCG	0.8	0.6	0.3	0.0	0.0
NHS HARINGEY CCG	8.0	7.4	0.0	0.0	0.0
NHS HARROGATE AND RURAL DISTRICT CCG	1.3	1.3	2.3	4.0	3.6
NHS HARROW CCG	6.1	5.9	1.7	0.4	0.4
NHS HARTLEPOOL AND STOCKTON-ON-TEES CCG	7.8	7.6	0.6	18.3	14.4
NHS HASTINGS AND ROTHER CCG	5.2	3.5	1.6	6.0	5.2
NHS HAVERING CCG	11.0	11.0	0.0	0.0	0.0
NHS HEREFORDSHIRE CCG	5.0	5.0	0.0	3.0	3.0
NHS HERTS VALLEYS CCG	13.0	12.7	14.7	0.0	0.0
NHS HEYWOOD, MIDDLETON AND ROCHDALE CCG	9.0	7.8	3.0	2.0	2.0
NHS HIGH WEALD HAVENS & LEWES CCG	3.5	2.4	1.1	4.1	3.5
NHS HILLINGDON CCG	7.8	7.6	2.2	0.5	0.5
NHS HORSHAM AND MID SUSSEX CCG	12.0	11.2	0.0	0.0	0.0
NHS HOUNSLOW CCG	8.0	6.8	1.0	2.0	2.0
NHS HULL CCG	10.8	10.1	0.0	0.0	0.0
NHS IPSWICH AND EAST SUFFOLK CCG	13.8	12.9	3.0	0.6	0.6
NHS ISLE OF WIGHT CCG	8.0	8.0	0.0	1.0	1.0
NHS ISLINGTON CCG	21.0	19.1	0.0	0.0	0.0
NHS KERNOW CCG	29.0	26.5	0.0	15.0	12.0
NHS KINGSTON CCG	0.0	0.0	0.0	0.0	0.0
NHS KNOWSLEY CCG	0.0	0.0	0.0	0.0	0.0
NHS LAMBETH CCG	19.0	17.5	0.0	9.0	8.5
NHS LANCASHIRE NORTH CCG	8.0	7.6	0.0	0.0	0.0
NHS LEEDS NORTH CCG	4.0	3.8	0.6	2.7	2.3
NHS LEEDS SOUTH AND EAST CCG	4.0	3.8	0.6	2.7	2.3

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS LEEDS WEST CCG	4.0	3.8	0.6	2.7	2.3
NHS LEICESTER CITY CCG	0.8	0.8	0.0	0.0	0.0
NHS LEWISHAM CCG	16.0	15.5	0.0	0.0	0.0
NHS LINCOLNSHIRE EAST CCG	7.4	6.9	1.6	0.6	0.6
NHS LINCOLNSHIRE WEST CCG	7.4	6.9	1.6	0.6	0.6
NHS LIVERPOOL CCG	31.0	28.4	5.0	2.0	2.0
NHS LUTON CCG	2.0	1.5	5.4	10.0	4.5
NHS MANSFIELD AND ASHFIELD CCG	3.6	2.3	0.1	1.0	1.0
NHS MEDWAY CCG	3.8	3.6	2.0	1.1	1.0
NHS MERTON CCG	0.0	0.0	0.0	1.0	0.8
NHS MID ESSEX CCG	8.0	7.6	7.0	0.0	0.0
NHS MILTON KEYNES CCG	2.0	2.0	0.0	5.0	5.0
NHS NENE CCG	0.0	0.0	0.0	0.0	0.0
NHS NEWARK & SHERWOOD CCG	2.7	1.4	0.1	0.5	0.5
NHS NEWBURY AND DISTRICT CCG	3.5	3.3	0.0	1.3	1.3
NHS NEWCASTLE GATESHEAD CCG	0.0	0.0	0.0	0.0	0.0
NHS NEWCASTLE NORTH AND EAST CCG	16.0	15.4	0.0	0.5	0.2
NHS NEWCASTLE WEST CCG	3.0	2.6	0.0	0.5	0.2
NHS NEWHAM CCG	13.0	11.6	0.0	19.0	2.6
NHS NORTH & WEST READING CCG	3.7	3.5	0.0	1.4	1.4
NHS NORTH DERBYSHIRE CCG	9.2	2.7	1.2	0.0	0.0
NHS NORTH DURHAM CCG	7.8	7.3	3.7	0.4	0.4
NHS NORTH EAST ESSEX CCG	14.0	13.6	2.0	0.0	0.0
NHS NORTH EAST HAMPSHIRE & FARNHAM CCG	11.0	10.1	0.0	0.0	0.0
NHS NORTH EAST LINCOLNSHIRE CCG	5.0	5.0	1.0	6.0	5.1
NHS NORTH HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS NORTH KIRKLEES CCG	4.8	4.8	0.0	0.8	0.8
NHS NORTH LINCOLNSHIRE CCG	5.0	4.4	0.0	6.0	5.1
NHS NORTH MANCHESTER CCG	4.7	4.5	0.6	4.0	3.5
NHS NORTH NORFOLK CCG	5.8	5.3	1.1	1.3	1.2
NHS NORTH SOMERSET CCG	0.0	0.0	0.0	0.0	0.0
NHS NORTH STAFFORDSHIRE CCG	9.0	9.0	0.0	0.0	0.0
NHS NORTH TYNESIDE CCG	0.0	0.0	0.0	0.0	0.0
NHS NORTH WEST SURREY CCG	1.9	1.7	0.0	0.8	0.8
NHS NORTH, EAST AND WEST DEVON CCG	36.0	32.3	0.0	2.4	1.6
NHS NORTHUMBERLAND CCG	9.0	8.5	0.0	1.0	1.0
NHS NORWICH CCG	5.8	5.3	1.1	1.3	1.2
NHS NOTTINGHAM CITY CCG	12.6	6.3	1.2	1.5	1.5
NHS NOTTINGHAM NORTH AND EAST CCG	4.7	2.6	0.2	1.0	1.0
NHS NOTTINGHAM WEST CCG	2.5	1.3	0.1	0.5	0.5
NHS OLDHAM CCG	7.0	6.8	2.0	0.0	0.0
NHS OXFORDSHIRE CCG	17.0	16.4	0.0	7.0	7.0
NHS PORTSMOUTH CCG	13.0	13.0	0.0	1.0	0.0
NHS REDBRIDGE CCG	13.0	13.0	0.0	0.0	0.0
NHS REDDITCH AND BROMSGROVE CCG	3.3	3.2	0.0	7.8	6.5
NHS RICHMOND CCG	0.0	0.0	0.0	0.0	0.0
NHS ROTHERHAM CCG	8.0	7.0	2.0	7.0	5.4
NHS RUSHCLIFFE CCG	4.0	1.8	0.2	0.5	0.5
NHS SALFORD CCG	16.0	13.3	0.0	5.0	4.1
NHS SANDWELL AND WEST BIRMINGHAM CCG	18.4	17.9	1.6	7.6	6.0
NHS SCARBOROUGH AND RYEDALE CCG	1.2	1.2	2.0	3.5	3.1
NHS SHEFFIELD CCG	44.0	36.5	0.0	0.0	0.0

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS SHROPSHIRE CCG	7.0	6.8	4.0	1.0	1.0
NHS SLOUGH CCG	2.4	2.4	0.6	1.7	1.7
NHS SOLIHULL CCG	9.3	8.9	0.8	1.5	0.3
NHS SOMERSET CCG	13.0	12.0	0.0	10.0	7.2
NHS SOUTH LINCOLNSHIRE CCG	3.9	3.7	0.9	0.3	0.3
NHS SOUTH CHESHIRE CCG	5.0	4.4	0.0	0.0	0.0
NHS SOUTH DEVON AND TORBAY CCG	24.0	21.5	0.0	1.6	1.0
NHS SOUTH EAST STAFFORDSHIRE & SEISDON PENNINSULAR	2.0	2.0	0.0	2.0	2.0
NHS SOUTH EASTERN HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0
NHS SOUTH GLOUCESTERSHIRE CCG	10.1	9.2	0.0	11.2	8.3
NHS SOUTH KENT COAST CCG	0.3	0.2	0.0	0.2	0.2
NHS SOUTH MANCHESTER CCG	4.8	4.6	0.6	4.2	3.7
NHS SOUTH NORFOLK CCG	5.8	5.3	1.1	1.3	1.2
NHS SOUTH READING CCG	4.3	4.1	0.0	1.6	1.6
NHS SOUTH SEFTON CCG	0.0	0.0	0.0	0.0	0.0
NHS SOUTH TEES CCG	9.2	8.6	1.4	13.8	11.0
NHS SOUTH TYNESIDE CCG	7.0	7.0	0.0	0.0	0.0
NHS SOUTH WARWICKSHIRE CCG	9.3	8.9	0.8	1.5	0.3
NHS SOUTH WEST LINCOLNSHIRE CCG	4.4	4.1	1.0	0.4	0.4
NHS SOUTH WORCESTERSHIRE CCG	5.5	5.3	0.0	13.0	10.9
NHS SOUTHAMPTON CCG	10.0	8.7	1.0	0.0	0.0
NHS SOUTHBEND CCG	2.0	2.0	1.3	0.5	0.5
NHS SOUTHERN DERBYSHIRE CCG	6.7	5.2	2.2	0.0	0.0
NHS SOUTHPORT AND FORMBY CCG	0.0	0.0	0.0	0.0	0.0
NHS SOUTHWARK CCG	7.0	7.0	5.0	0.0	0.0

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ²⁹	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS ST HELENS CCG	7.0	6.6	0.0	2.0	1.5
NHS STAFFORD AND SURROUNDS CCG	1.6	1.6	0.0	4.7	4.7
NHS STOCKPORT CCG	13.0	12.8	0.0	5.0	4.0
NHS STOKE ON TRENT CCG	0.0	0.0	0.0	0.0	0.0
NHS SUNDERLAND CCG	19.0	18.0	0.0	0.0	0.0
NHS SURREY DOWNS	3.1	3.1	0.0	0.2	0.2
NHS SURREY HEATH CCG	5.2	4.2	0.0	2.9	2.9
NHS SUTTON CCG	1.0	1.0	0.0	8.0	7.5
NHS SWALE CCG	1.1	0.7	0.0	7.2	6.1
NHS SWINDON CCG	10.0	8.4	3.0	11.0	10.1
NHS TAMESIDE AND GLOSSOP CCG	14.0	12.4	0.0	5.0	5.0
NHS TELFORD AND WREKIN CCG	8.0	8.0	1.0	0.0	0.0
NHS THANET CCG	1.1	1.1	0.0	0.1	0.1
NHS THURROCK CCG	2.0	2.0	1.3	0.5	0.5
NHS TOWER HAMLETS CCG	8.0	7.2	2.0	1.0	1.0
NHS TRAFFORD CCG	11.0	10.2	0.0	3.0	2.5
NHS VALE OF YORK CCG	8.2	7.6	0.4	0.6	0.5
NHS VALE ROYAL CCG	5.0	3.6	0.0	0.0	0.0
NHS WAKEFIELD CCG	6.0	6.0	3.0	0.0	0.0
NHS WALSALL CCG	3.0	3.0	0.0	15.0	14.3
NHS WALTHAM FOREST CCG	14.0	14.0	3.0	0.0	0.0
NHS WANDSWORTH CCG	11.0	10.1	1.0	0.0	0.0
NHS WARRINGTON CCG	4.0	3.6	3.0	0.0	0.0
NHS WARWICKSHIRE NORTH CCG	7.4	7.1	0.6	1.2	0.2
NHS WEST CHESHIRE CCG	9.0	8.1	0.0	0.0	0.0
NHS WEST ESSEX CCG	8.0	7.6	3.4	0.0	0.0

CCG name	Low Intensity				
	PWP & Senior PWP			Non-IAPT qualified ²⁸	
	Total Headcount ₂₉	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS WEST HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0
NHS WEST KENT CCG	0.0	0.0	0.0	0.0	0.0
NHS WEST LANCASHIRE CCG	7.0	6.2	0.0	0.0	0.0
NHS WEST LEICESTERSHIRE CCG	9.4	8.5	2.7	3.6	3.5
NHS WEST LONDON CCG	11.0	10.8	0.2	5.3	1.1
NHS WEST NORFOLK CCG	5.8	5.3	1.1	1.3	1.2
NHS WEST SUFFOLK CCG	9.2	8.6	2.0	0.4	0.4
NHS WIGAN BOROUGH CCG	8.0	8.0	2.0	0.0	0.0
NHS WILTSHIRE CCG	11.0	10.6	3.0	24.0	19.2
NHS WINDSOR, ASCOT AND MAIDENHEAD CCG	2.4	2.4	0.6	1.7	1.7
NHS WIRRAL CCG	13.0	12.8	0.0	0.0	0.0
NHS WOKINGHAM CCG	4.5	4.2	0.0	1.7	1.7
NHS WOLVERHAMPTON CCG	6.0	5.8	2.0	2.0	2.0
NHS WYRE FOREST CCG	2.2	2.1	0.0	5.2	4.4
(blank)	20.0	17.5	0.0	15.0	12.0
Grand Total	1630.7	1489.5	227.0	559.0	431.5

18.3.2 High Intensity Workforce³⁰

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ³³	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS AIREDALE, WHARFEDALE AND CRAVEN CCG	0.0	0.0	0.0	0.0	0.0
NHS ASHFORD CCG	7.0	5.7	0.0	2.5	1.0
NHS AYLESBURY VALE CCG	7.4	7.0	0.0	0.0	0.0
NHS BARKING AND DAGENHAM CCG	17.0	13.8	4.0	0.0	0.0
NHS BARNET CCG	43.0	21.2	5.0	0.0	0.0
NHS BARNSELEY CCG	23.0	18.8	2.0	3.0	2.7
NHS BASILDON AND BRENTWOOD CCG	7.8	7.7	0.5	2.5	2.4
NHS BASSETLAW CCG	9.0	7.5	0.0	0.0	0.0
NHS BATH AND NORTH EAST SOMERSET CCG	9.0	7.8	0.0	0.0	0.0
NHS BEDFORDSHIRE CCG	10.0	8.6	4.0	0.0	0.0
NHS BEXLEY CCG	19.0	16.0	0.0	21.0	6.3
NHS BIRMINGHAM CROSSCITY CCG	30.0	25.7	0.0	7.3	3.2
NHS BIRMINGHAM SOUTH AND CENTRAL CCG	20.5	16.4	0.0	13.2	10.7
NHS BLACKBURN WITH DARWEN CCG	7.5	6.5	0.4	6.9	4.3
NHS BLACKPOOL CCG	9.4	8.0	0.3	7.3	4.4
NHS BOLTON CCG	16.0	10.6	0.0	169.0	22.0
NHS BRACKNELL AND ASCOT CCG	7.8	7.8	0.0	0.0	0.0
NHS BRADFORD CITY CCG	0.0	0.0	0.0	0.0	0.0
NHS BRADFORD DISTRICTS CCG	0.0	0.0	0.0	0.0	0.0

³⁰ This includes CCGs for which there was no census return.

³¹ Includes HITs and BABCP accredited CBT therapists.

³² Includes other counsellors and therapists non-IAPT qualified.

³³ Headcounts include unsuppressed decimal places, resulting from the calculation of IAPT service providers allocation of resources across multiple CCGs, i.e. if a service employs 3 HITs and they all work across two CCGs, then each CCG will be shown as having 1.5 HITs

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS BRENT CCG	19.0	16.3	2.7	0.0	0.0
NHS BRIGHTON AND HOVE CCG	61.0	35.9	0.0	11.0	6.6
NHS BRISTOL CCG	13.1	9.2	0.0	33.8	7.8
NHS BROMLEY CCG	27.0	26.8	2.0	0.0	0.0
NHS BURY CCG	0.0	0.0	0.0	0.0	0.0
NHS CALDERDALE CCG	7.0	6.6	2.8	14.0	3.8
NHS CAMBRIDGESHIRE AND PETERBOROUGH CCG	86.0	65.0	0.0	32.0	11.7
NHS CAMDEN CCG	16.0	12.4	0.0	5.0	3.7
NHS CANNOCK CHASE CCG	4.8	4.8	0.0	1.0	1.0
NHS CANTERBURY AND COASTAL CCG	11.6	9.8	0.1	9.2	7.4
NHS CASTLE POINT AND ROCHFORD	7.8	7.7	0.5	2.5	2.4
NHS CENTRAL LONDON (WESTMINSTER) CCG	11.6	9.7	1.4	1.5	0.0
NHS CENTRAL MANCHESTER CCG	10.0	9.1	0.0	6.0	5.0
NHS CHILTERN CCG	31.6	29.9	0.0	0.0	0.0
NHS CHORLEY AND SOUTH RIBBLE CCG	7.0	6.8	0.0	0.0	0.0
NHS CITY AND HACKNEY CCG	34.0	34.0	1.0	0.0	0.0
NHS COASTAL WEST SUSSEX CCG	41.0	36.9	0.0	21.0	15.1
NHS CORBY CCG	0.0	0.0	0.0	0.0	0.0
NHS COVENTRY AND RUGBY CCG	16.8	16.7	0.3	1.2	1.1
NHS CRAWLEY CCG	12.0	10.8	0.0	6.0	3.8
NHS CROYDON CCG	0.0	0.0	0.0	0.0	0.0
NHS CUMBRIA CCG	47.0	42.1	1.0	0.0	0.0
NHS DARLINGTON CCG	7.8	7.0	0.0	0.0	0.0
NHS DARTFORD, GRAVESHAM AND SWANLEY CCG	2.2	2.2	0.0	19.4	11.1
NHS DONCASTER CCG	15.0	14.0	0.0	13.0	9.4
NHS DORSET CCG	46.5	41.5	2.9	24.0	15.4

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS DUDLEY CCG	13.0	10.9	2.8	3.0	1.9
NHS DURHAM DALES, EASINGTON AND SEDGEFIELD CCG	25.0	22.4	0.0	0.0	0.0
NHS EALING CCG	0.0	0.0	0.0	0.0	0.0
NHS EAST AND NORTH HERTFORDSHIRE CCG	22.0	19.7	8.9	0.0	0.0
NHS EAST LANCASHIRE CCG	18.1	16.5	2.0	12.8	5.2
NHS EAST LEICESTERSHIRE AND RUTLAND CCG	14.4	13.6	0.0	0.0	0.0
NHS EAST RIDING OF YORKSHIRE CCG	20.1	17.4	0.0	4.0	2.1
NHS EAST STAFFORDSHIRE CCG	3.0	3.0	0.0	1.0	1.0
NHS EAST SURREY CCG	45.8	23.8	0.5	1.8	1.2
NHS EASTBOURNE, HAILSHAM & SEAFORD CCG	16.2	13.5	0.0	2.3	1.7
NHS EASTERN CHESHIRE CCG	10.0	7.3	0.0	10.0	8.0
NHS ENFIELD CCG	49.0	27.8	2.0	7.0	5.1
NHS EREWASH CCG	7.2	5.9	0.5	8.2	2.1
NHS FAREHAM AND GOSPORT CCG	0.0	0.0	0.0	0.0	0.0
NHS FYLDE & WYRE CCG	6.0	6.0	0.0	0.0	0.0
NHS GATESHEAD CCG	19.0	18.1	1.0	2.0	2.0
NHS GLOUCESTERSHIRE CCG	24.0	21.1	1.6	0.0	0.0
NHS GREAT YARMOUTH AND WAVENEY CCG	10.0	8.6	3.0	0.0	0.0
NHS GREATER HUDDERSFIELD CCG	9.0	7.6	0.0	0.0	0.0
NHS GREATER PRESTON CCG	16.0	14.3	1.6	0.0	0.0
NHS GREENWICH CCG	20.0	18.3	2.7	5.0	2.9
NHS GUILDFORD AND WAVERLEY CCG	8.9	7.6	0.0	1.2	1.0
NHS HALTON CCG	6.0	5.5	0.0	9.0	8.6
NHS HAMBLETON, RICHMONDSHIRE AND WHITBY CCG	3.3	3.2	0.0	1.7	1.5
NHS HAMMERSMITH AND FULHAM CCG	19.0	17.0	2.0	27.0	16.0
NHS HARDWICK CCG	2.6	2.0	0.2	2.8	0.8

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ³³	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS HARINGEY CCG	26.0	24.7	4.0	0.0	0.0
NHS HARROGATE AND RURAL DISTRICT CCG	3.3	3.2	0.0	1.7	1.5
NHS HARROW CCG	11.8	10.1	1.7	0.0	0.0
NHS HARTLEPOOL AND STOCKTON-ON-TEES CCG	22.5	19.4	0.0	19.9	17.0
NHS HASTINGS AND ROTHER CCG	19.6	16.4	0.0	2.8	2.1
NHS HAVERING CCG	14.0	12.4	0.0	0.0	0.0
NHS HEREFORDSHIRE CCG	6.0	6.0	0.0	0.0	0.0
NHS HERTS VALLEYS CCG	22.0	19.7	8.9	0.0	0.0
NHS HEYWOOD, MIDDLETON AND ROCHDALE CCG	10.0	9.6	2.0	2.0	2.0
NHS HIGH WEALD HAVENS & LEWES CCG	13.2	11.1	0.0	1.9	1.4
NHS HILLINGDON CCG	15.1	13.0	2.2	0.0	0.0
NHS HORSHAM AND MID SUSSEX CCG	18.0	16.4	0.0	8.0	6.2
NHS HOUNSLOW CCG	15.0	14.5	0.0	25.0	12.8
NHS HULL CCG	0.9	0.9	0.0	0.0	0.0
NHS IPSWICH AND EAST SUFFOLK CCG	20.4	16.1	0.0	7.8	1.0
NHS ISLE OF WIGHT CCG	11.0	10.8	0.0	0.0	0.0
NHS ISLINGTON CCG	17.0	14.6	1.0	8.0	6.4
NHS KERNOW CCG	31.0	27.8	1.0	31.0	18.6
NHS KINGSTON CCG	0.0	0.0	0.0	0.0	0.0
NHS KNOWSLEY CCG	0.0	0.0	0.0	0.0	0.0
NHS LAMBETH CCG	17.0	15.0	0.0	6.0	3.0
NHS LANCASHIRE NORTH CCG	6.0	4.7	0.0	5.0	4.5
NHS LEEDS NORTH CCG	13.3	14.7	0.0	0.0	0.0
NHS LEEDS SOUTH AND EAST CCG	13.3	14.7	0.0	0.0	0.0
NHS LEEDS WEST CCG	13.3	14.7	0.0	0.0	0.0
NHS LEICESTER CITY CCG	2.4	2.1	0.0	1.4	1.4

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ³³	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS LEWISHAM CCG	41.0	37.2	0.0	13.0	6.8
NHS LINCOLNSHIRE EAST CCG	10.2	9.4	0.0	0.0	0.0
NHS LINCOLNSHIRE WEST CCG	10.2	9.4	0.0	0.0	0.0
NHS LIVERPOOL CCG	40.0	33.2	3.0	7.0	4.1
NHS LUTON CCG	6.0	5.5	1.0	1.0	0.4
NHS MANSFIELD AND ASHFIELD CCG	9.8	8.1	0.1	6.8	2.2
NHS MEDWAY CCG	10.0	9.9	0.0	5.5	2.3
NHS MERTON CCG	7.0	5.5	6.0	0.0	0.0
NHS MID ESSEX CCG	14.0	12.3	1.6	0.0	0.0
NHS MILTON KEYNES CCG	9.0	9.0	5.0	0.0	0.0
NHS NENE CCG	0.0	0.0	0.0	0.0	0.0
NHS NEWARK & SHERWOOD CCG	5.5	4.3	0.1	7.1	1.4
NHS NEWBURY AND DISTRICT CCG	6.4	6.4	0.1	0.0	0.0
NHS NEWCASTLE GATESHEAD CCG	0.0	0.0	0.0	0.0	0.0
NHS NEWCASTLE NORTH AND EAST CCG	31.5	28.3	1.0	14.1	10.4
NHS NEWCASTLE WEST CCG	2.5	1.5	0.0	12.9	9.6
NHS NEWHAM CCG	23.0	22.1	0.0	15.0	11.1
NHS NORTH & WEST READING CCG	6.7	6.7	0.2	0.0	0.0
NHS NORTH DERBYSHIRE CCG	15.7	8.9	0.6	26.7	4.9
NHS NORTH DURHAM CCG	19.2	17.3	0.0	0.0	0.0
NHS NORTH EAST ESSEX CCG	14.0	12.8	2.0	0.0	0.0
NHS NORTH EAST HAMPSHIRE & FARNHAM CCG	10.0	8.3	1.0	13.0	3.0
NHS NORTH EAST LINCOLNSHIRE CCG	4.0	4.0	0.0	2.0	1.3
NHS NORTH HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0
NHS NORTH KIRKLEES CCG	6.0	5.0	0.0	0.0	0.0
NHS NORTH LINCOLNSHIRE CCG	6.0	4.6	0.0	1.0	1.0

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS NORTH MANCHESTER CCG	10.0	9.1	0.0	6.0	5.0
NHS NORTH NORFOLK CCG	8.8	8.3	0.0	2.5	0.3
NHS NORTH SOMERSET CCG	0.0	0.0	0.0	0.0	0.0
NHS NORTH STAFFORDSHIRE CCG	16.0	15.0	0.0	0.0	0.0
NHS NORTH TYNESIDE CCG	0.0	0.0	0.0	0.0	0.0
NHS NORTH WEST SURREY CCG	4.2	3.9	0.0	0.9	0.8
NHS NORTH, EAST AND WEST DEVON CCG	29.4	26.5	0.6	6.0	4.5
NHS NORTHUMBERLAND CCG	14.0	13.4	0.0	9.0	2.4
NHS NORWICH CCG	8.8	8.3	0.0	2.5	0.3
NHS NOTTINGHAM CITY CCG	26.5	18.1	0.4	37.5	7.8
NHS NOTTINGHAM NORTH AND EAST CCG	10.5	8.3	0.1	11.0	2.6
NHS NOTTINGHAM WEST CCG	5.3	4.2	0.1	6.0	1.3
NHS OLDHAM CCG	9.0	9.0	0.0	7.0	5.8
NHS OXFORDSHIRE CCG	23.0	21.3	0.0	24.0	9.9
NHS PORTSMOUTH CCG	35.0	31.0	0.0	0.0	0.0
NHS REDBRIDGE CCG	14.0	12.2	2.0	0.0	0.0
NHS REDDITCH AND BROMSGROVE CCG	6.6	6.4	0.0	3.0	2.3
NHS RICHMOND CCG	0.0	0.0	0.0	0.0	0.0
NHS ROTHERHAM CCG	3.0	3.0	0.0	12.0	9.0
NHS RUSHCLIFFE CCG	6.4	4.5	0.1	12.0	1.8
NHS SALFORD CCG	25.0	22.2	0.6	12.0	8.2
NHS SANDWELL AND WEST BIRMINGHAM CCG	21.6	18.9	0.0	28.5	26.9
NHS SCARBOROUGH AND RYEDALE CCG	2.9	2.8	0.0	1.5	1.3
NHS SHEFFIELD CCG	31.0	25.3	0.0	23.0	9.4
NHS SHROPSHIRE CCG	19.0	15.8	1.0	12.0	5.7
NHS SLOUGH CCG	7.8	7.8	0.0	0.0	0.0

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS SOLIHULL CCG	14.0	14.0	0.3	1.0	0.9
NHS SOMERSET CCG	16.0	14.5	0.0	19.0	15.5
NHS SOUTH LINCOLNSHIRE CCG	5.4	5.0	0.0	0.0	0.0
NHS SOUTH CHESHIRE CCG	6.0	5.0	0.0	7.0	4.6
NHS SOUTH DEVON AND TORBAY CCG	19.6	17.7	0.4	4.0	3.0
NHS SOUTH EAST STAFFORDSHIRE & SEISDON PENINSULAR	10.0	7.5	0.0	0.0	0.0
NHS SOUTH EASTERN HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0
NHS SOUTH GLOUCESTERSHIRE CCG	12.9	9.6	0.0	13.2	5.6
NHS SOUTH KENT COAST CCG	5.0	3.5	1.7	22.9	12.7
NHS SOUTH MANCHESTER CCG	10.0	9.1	0.0	6.0	5.0
NHS SOUTH NORFOLK CCG	8.8	8.3	0.0	2.5	0.3
NHS SOUTH READING CCG	7.8	7.8	0.2	0.0	0.0
NHS SOUTH SEFTON CCG	16.2	15.2	0.0	1.2	0.7
NHS SOUTH TEES CCG	28.5	24.1	0.0	16.1	12.1
NHS SOUTH TYNESIDE CCG	18.0	17.6	0.0	10.0	8.0
NHS SOUTH WARWICKSHIRE CCG	14.0	14.0	0.3	1.0	0.9
NHS SOUTH WEST LINCOLNSHIRE CCG	6.1	5.6	0.0	0.0	0.0
NHS SOUTH WORCESTERSHIRE CCG	11.0	10.7	0.0	5.0	3.8
NHS SOUTHAMPTON CCG	15.5	13.8	1.0	8.0	5.1
NHS SOUTHBEND CCG	7.8	7.7	0.5	2.5	2.4
NHS SOUTHERN DERBYSHIRE CCG	48.3	34.1	1.4	36.0	14.0
NHS SOUTHPORT AND FORMBY CCG	10.8	10.1	0.0	0.8	0.4
NHS SOUTHWARK CCG	20.0	15.0	1.0	6.0	4.4
NHS ST HELENS CCG	4.0	3.8	0.0	0.0	0.0
NHS STAFFORD AND SURROUNDS CCG	5.2	5.2	0.0	1.0	1.0

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS STOCKPORT CCG	15.0	13.2	0.0	0.0	0.0
NHS STOKE ON TRENT CCG	0.0	0.0	0.0	0.0	0.0
NHS SUNDERLAND CCG	28.0	26.2	0.0	2.0	2.0
NHS SURREY DOWNS	8.0	7.3	0.5	2.2	1.6
NHS SURREY HEATH CCG	14.1	10.8	0.0	0.8	0.6
NHS SUTTON CCG	12.0	10.0	0.0	5.0	3.9
NHS SWALE CCG	2.1	1.3	0.0	4.8	3.7
NHS SWINDON CCG	6.0	6.8	3.0	4.0	2.9
NHS TAMESIDE AND GLOSSOP CCG	17.0	16.4	0.0	5.0	4.3
NHS TELFORD AND WREKIN CCG	11.0	8.0	0.0	0.0	0.0
NHS THANET CCG	11.2	8.8	3.2	34.7	19.7
NHS THURROCK CCG	7.8	7.7	0.5	2.5	2.4
NHS TOWER HAMLETS CCG	8.0	6.8	7.2	0.0	0.0
NHS TRAFFORD CCG	12.0	11.1	0.0	14.0	9.2
NHS VALE OF YORK CCG	8.5	8.0	0.0	0.3	0.2
NHS VALE ROYAL CCG	5.0	4.0	0.0	8.0	5.3
NHS WAKEFIELD CCG	11.0	10.9	3.0	0.0	0.0
NHS WALSALL CCG	9.0	8.8	0.0	3.0	1.8
NHS WALTHAM FOREST CCG	24.0	17.7	0.0	0.0	0.0
NHS WANDSWORTH CCG	40.0	37.4	0.0	0.0	0.0
NHS WARRINGTON CCG	17.0	14.7	2.0	0.0	0.0
NHS WARWICKSHIRE NORTH CCG	11.2	11.2	0.2	0.8	0.7
NHS WEST CHESHIRE CCG	11.0	9.4	0.0	5.0	3.6
NHS WEST ESSEX CCG	13.0	11.1	0.0	0.0	0.0
NHS WEST HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0
NHS WEST KENT CCG	3.2	1.9	0.0	0.0	0.0

CCG name	High Intensity				
	CBT HIT ³¹			Not IAPT-qualified ³²	
	Total Headcount ₃₃	Total WTE	Total Vacancies WTE	Total Headcount	Total WTE
NHS WEST LANCASHIRE CCG	7.0	6.2	0.0	0.0	0.0
NHS WEST LEICESTERSHIRE CCG	15.6	14.7	0.0	0.0	0.0
NHS WEST LONDON CCG	12.5	12.0	0.4	14.5	8.0
NHS WEST NORFOLK CCG	8.8	8.3	0.0	2.5	0.3
NHS WEST SUFFOLK CCG	13.6	10.7	0.0	5.2	0.7
NHS WIGAN BOROUGH CCG	14.0	13.0	1.0	17.0	12.4
NHS WILTSHIRE CCG	7.0	6.6	0.0	0.0	0.0
NHS WINDSOR, ASCOT AND MAIDENHEAD CCG	7.8	7.8	0.0	0.0	0.0
NHS WIRRAL CCG	20.0	18.5	0.0	8.0	1.8
NHS WOKINGHAM CCG	8.1	8.1	0.2	0.0	0.0
NHS WOLVERHAMPTON CCG	17.0	16.3	0.0	1.0	1.0
NHS WYRE FOREST CCG	4.4	4.3	0.0	2.0	1.5
(blank)	16.0	13.8	1.0	30.0	17.6
Grand Total	2931.9	2520.8	135.9	1329.2	670.6

18.3.3 Additional Modalities^{34 35}

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS AIREDALE, WHARFEDALE AND CRAVEN CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS ASHFORD CCG	3.6	2.7	5.2	4.5	1.1	1.1	0.1	0.1	5.4	4.0	1.2	0.5
NHS AYLESBURY VALE CCG	0.0	0.0	0.0	0.0	0.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0
NHS BARKING AND DAGENHAM CCG	0.0	0.0	2.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS BARNET CCG	2.0	1.0	2.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0	10.0	5.6
NHS BARNSELEY CCG	5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS BASILDON AND BRENTWOOD CCG	1.5	1.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.2	0.5	0.5
NHS BASSETLAW CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS BATH AND NORTH EAST SOMERSET CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.2
NHS BEDFORDSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS BEXLEY CCG	1.0	1.0	3.0	2.8	0.0	0.0	0.0	0.0	1.0	1.0	2.0	2.0
NHS BIRMINGHAM CROSSCITY CCG	2.0	1.3	4.3	0.8	1.5	0.7	0.8	0.7	6.6	1.1	10.8	1.8
NHS BIRMINGHAM SOUTH AND CENTRAL CCG	1.2	0.8	4.1	2.0	3.4	2.4	2.0	1.4	4.5	1.2	10.4	5.0
NHS BLACKBURN WITH DARWEN CCG	0.5	0.2	0.2	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.5	0.7
NHS BLACKPOOL CCG	0.4	0.2	0.2	0.0	0.0	0.0	0.0	0.0	5.0	4.4	0.4	0.1
NHS BOLTON CCG	4.0	0.3	0.0	0.0	1.0	1.0	0.0	0.0	1.0	0.0	0.0	0.0
NHS BRACKNELL AND ASCOT CCG	3.3	3.3	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
NHS BRADFORD CITY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS BRADFORD DISTRICTS CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

³⁴ This includes CCGs for which there was no census return.

³⁵ Headcounts include unsuppressed decimal places, resulting from the calculation of IAPT service providers allocation of resources across multiple CCGs.

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS BRENT CCG	9.5	8.0	0.7	0.3	1.0	0.3	0.7	0.4	0.0	0.0	1.0	0.7
NHS BRIGHTON AND HOVE CCG	0.0	0.0	2.0	1.2	7.0	6.0	2.0	1.6	5.0	4.0	12.0	7.6
NHS BRISTOL CCG	2.0	1.6	1.0	2.1	4.2	0.7	4.1	0.6	2.4	0.7	1.5	0.1
NHS BROMLEY CCG	4.0	3.0	0.0	0.0	1.0	0.6	0.0	0.0	3.0	2.5	3.0	2.4
NHS BURY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS CALDERDALE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS CAMBRIDGESHIRE AND PETERBOROUGH CCG	1.0	1.0	2.0	1.2	0.0	0.0	0.0	0.0	0.0	0.0	10.0	5.6
NHS CAMDEN CCG	1.0	0.8	0.0	0.0	1.0	0.6	0.0	0.0	0.0	0.0	2.0	1.4
NHS CANNOCK CHASE CCG	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.9	1.9	0.0	0.0
NHS CANTERBURY AND COASTAL CCG	1.6	0.8	2.6	1.4	0.8	0.8	0.8	0.8	4.7	3.1	1.7	0.4
NHS CASTLE POINT AND ROCHFORD	1.5	1.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.2	0.5	0.5
NHS CENTRAL LONDON (WESTMINSTER) CCG	8.8	4.2	1.1	0.1	0.5	0.2	0.4	0.2	0.0	0.0	0.5	0.4
NHS CENTRAL MANCHESTER CCG	2.0	1.1	0.7	0.7	0.3	0.3	0.0	0.0	2.3	2.0	1.7	1.6
NHS CHILTERN CCG	0.0	0.0	0.0	0.0	1.6	1.5	0.0	0.0	0.0	0.0	0.0	0.0
NHS CHORLEY AND SOUTH RIBBLE CCG	1.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
NHS CITY AND HACKNEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS COASTAL WEST SUSSEX CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS CORBY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS COVENTRY AND RUGBY CCG	3.3	3.2	0.0	0.0	0.3	0.2	1.2	1.1	0.0	0.0	0.0	0.0
NHS CRAWLEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS CROYDON CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS CUMBRIA CCG	3.0	2.6	0.0	0.0	0.0	0.0	0.0	0.0	4.0	4.0	1.0	0.0
NHS DARLINGTON CCG	0.0	0.0	0.0	0.0	0.9	0.7	0.5	0.5	0.0	0.0	0.0	0.0
NHS DARTFORD, GRAVESHAM AND	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
SWANLEY CCG												
NHS DONCASTER CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS DORSET CCG	6.0	1.4	3.0	0.6	3.0	0.6	2.3	0.5	3.0	1.2	0.0	0.0
NHS DUDLEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	3.1	3.0	2.4
NHS DURHAM DALES, EASINGTON AND SEDGEFIELD CCG	0.0	0.0	0.0	0.0	2.9	2.2	1.4	1.4	0.0	0.0	0.0	0.0
NHS EALING CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS EAST AND NORTH HERTFORDSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS EAST LANCASHIRE CCG	5.1	3.7	0.6	0.1	0.0	0.0	0.0	0.0	6.0	4.9	4.1	3.1
NHS EAST LEICESTERSHIRE AND RUTLAND CCG	2.4	2.4	0.0	0.0	2.4	1.7	0.5	0.5	3.4	2.8	1.0	0.8
NHS EAST RIDING OF YORKSHIRE CCG	3.2	2.7	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS EAST STAFFORDSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS EAST SURREY CCG	1.0	0.7	2.7	1.4	0.2	0.1	0.2	0.1	0.4	0.1	10.0	5.6
NHS EASTBOURNE, HAILSHAM & SEAFORD CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.5
NHS EASTERN CHESHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.5	0.0	0.0
NHS ENFIELD CCG	0.0	0.0	3.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	10.0	5.6
NHS EREWASH CCG	3.6	1.3	3.6	0.5	0.2	0.2	0.4	0.2	2.4	0.8	0.0	0.0
NHS FAREHAM AND GOSPORT CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS FYLDE & WYRE CCG	4.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	3.0
NHS GATESHEAD CCG	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	3.0	0.0	1.0	0.0
NHS GLOUCESTERSHIRE CCG	1.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS GREAT YARMOUTH AND WAVENEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.6	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS GREATER HUDDERSFIELD CCG	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS GREATER PRESTON CCG	0.0	0.0	0.0	0.0	1.0	1.0	1.0	0.4	2.0	2.0	1.0	1.0
NHS GREENWICH CCG	1.0	0.8	3.0	3.0	2.0	1.4	0.0	0.0	4.0	4.0	4.0	4.0
NHS GUILDFORD AND WAVERLEY CCG	1.2	0.9	0.7	0.2	0.2	0.1	0.2	0.1	0.5	0.1	0.0	0.0
NHS HALTON CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HAMBLETON, RICHMONDSHIRE AND WHITBY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HAMMERSMITH AND FULHAM CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HARDWICK CCG	1.1	0.4	1.1	0.1	0.1	0.1	0.1	0.1	0.7	0.2	0.0	0.0
NHS HARINGEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HARROGATE AND RURAL DISTRICT CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HARROW CCG	5.9	4.9	0.4	0.2	0.6	0.2	0.4	0.3	0.0	0.0	0.6	0.4
NHS HARTLEPOOL AND STOCKTON-ON-TEES CCG	3.0	2.1	1.6	0.9	3.6	3.2	0.4	0.4	6.9	6.5	1.8	1.1
NHS HASTINGS AND ROTHER CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.6
NHS HAVERING CCG	1.0	0.2	2.0	0.4	1.0	0.2	1.0	0.2	2.0	0.4	1.0	0.2
NHS HEREFORDSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HERTS VALLEYS CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HEYWOOD, MIDDLETON AND ROCHDALE CCG	7.0	5.6	0.0	0.0	2.0	1.8	0.0	0.0	1.0	1.0	1.0	1.0
NHS HIGH WEALD HAVENS & LEWES CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.4
NHS HILLINGDON CCG	7.6	6.3	0.5	0.2	0.8	0.3	0.5	0.3	0.0	0.0	0.8	0.5
NHS HORSHAM AND MID SUSSEX CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS HOUNSLOW CCG	0.0	0.0	5.0	0.5	0.0	0.0	4.0	0.8	0.0	0.0	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS HULL CCG	1.8	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS IPSWICH AND EAST SUFFOLK CCG	3.6	1.1	2.4	0.1	3.0	1.5	0.6	0.2	1.8	0.6	1.2	0.7
NHS ISLE OF WIGHT CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS ISLINGTON CCG	3.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS KERNOW CCG	5.0	4.8	0.0	0.0	1.0	1.0	1.0	1.0	3.0	1.0	2.0	1.0
NHS KINGSTON CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS KNOWSLEY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS LAMBETH CCG	0.0	0.0	3.0	0.5	2.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0
NHS LANCASHIRE NORTH CCG	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	2.0	0.0
NHS LEEDS NORTH CCG	3.0	2.0	0.0	0.0	3.0	2.7	0.7	0.6	1.7	1.4	0.3	0.3
NHS LEEDS SOUTH AND EAST CCG	3.0	2.0	0.0	0.0	3.0	2.7	0.7	0.6	1.7	1.4	0.3	0.3
NHS LEEDS WEST CCG	3.0	2.0	0.0	0.0	3.0	2.7	0.7	0.6	1.7	1.4	0.3	0.3
NHS LEICESTER CITY CCG	0.0	0.0	0.0	0.0	0.2	0.2	0.3	0.3	0.0	0.0	0.0	0.0
NHS LEWISHAM CCG	3.0	0.3	5.0	1.9	4.0	1.3	3.0	1.2	1.0	0.2	1.0	0.2
NHS LINCOLNSHIRE EAST CCG	7.4	5.6	0.0	0.0	2.6	2.0	0.6	0.6	0.0	0.0	0.0	0.0
NHS LINCOLNSHIRE WEST CCG	7.4	5.6	0.0	0.0	2.6	2.0	0.6	0.6	0.0	0.0	0.0	0.0
NHS LIVERPOOL CCG	6.0	4.7	2.0	1.5	4.0	2.9	1.0	1.0	0.0	0.0	0.0	0.0
NHS LUTON CCG	1.0	0.5	2.0	0.6	0.0	0.0	0.0	0.0	1.0	0.5	0.0	0.0
NHS MANSFIELD AND ASHFIELD CCG	0.8	0.7	0.0	0.0	1.6	1.0	0.0	0.0	0.2	0.1	0.8	0.1
NHS MEDWAY CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS MERTON CCG	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	0.3
NHS MID ESSEX CCG	0.0	0.0	0.0	0.0	3.0	2.8	0.0	0.0	0.0	0.0	0.0	0.0
NHS MILTON KEYNES CCG	0.0	0.0	1.0	0.4	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NENE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NEWARK & SHERWOOD CCG	0.4	0.3	0.0	0.0	0.8	0.5	0.0	0.0	0.1	0.1	0.4	0.1
NHS NEWBURY AND DISTRICT CCG	2.7	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS NEWCASTLE GATESHEAD CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NEWCASTLE NORTH AND EAST CCG	11.5	5.6	0.0	0.0	3.0	2.4	0.0	0.0	4.0	2.8	1.5	1.0
NHS NEWCASTLE WEST CCG	0.5	0.4	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.5	0.0
NHS NEWHAM CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH & WEST READING CCG	2.8	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH DERBYSHIRE CCG	3.6	1.3	3.6	0.5	0.2	0.2	0.5	0.3	2.4	0.8	0.0	0.0
NHS NORTH DURHAM CCG	0.0	0.0	0.0	0.0	2.2	1.7	1.1	1.1	0.0	0.0	0.0	0.0
NHS NORTH EAST ESSEX CCG	0.0	0.0	2.0	2.0	2.0	1.8	0.0	0.0	2.0	1.8	0.0	0.0
NHS NORTH EAST HAMPSHIRE & FARNHAM CCG	2.0	0.5	2.0	0.4	2.0	0.3	2.0	0.2	4.0	0.1	0.0	0.0
NHS NORTH EAST LINCOLNSHIRE CCG	1.0	1.0	1.0	0.8	2.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH KIRKLEES CCG	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH LINCOLNSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH MANCHESTER CCG	2.0	1.1	0.7	0.7	0.3	0.3	0.0	0.0	2.3	2.0	1.7	1.6
NHS NORTH NORFOLK CCG	1.8	1.0	1.3	0.3	1.5	1.5	0.3	0.3	1.3	0.7	1.0	0.4
NHS NORTH SOMERSET CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH STAFFORDSHIRE CCG	2.0	2.0	1.0	0.5	3.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH TYNESIDE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH WEST SURREY CCG	0.7	0.6	0.3	0.1	0.1	0.0	0.1	0.1	0.2	0.1	0.0	0.0
NHS NORTH, EAST AND WEST DEVON CCG	2.4	2.0	1.2	1.2	0.0	0.0	0.0	0.0	1.2	1.1	0.0	0.0
NHS NORTHUMBERLAND CCG	2.0	1.8	0.0	0.0	2.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORWICH CCG	1.8	1.0	1.3	0.3	1.5	1.5	0.3	0.3	1.3	0.7	1.0	0.4
NHS NOTTINGHAM CITY CCG	1.2	1.0	0.0	0.0	3.4	1.8	0.2	0.1	0.3	0.2	1.2	0.2

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS NOTTINGHAM NORTH AND EAST CCG	0.8	0.7	0.0	0.0	1.6	1.0	0.0	0.0	0.2	0.1	0.8	0.1
NHS NOTTINGHAM WEST CCG	0.4	0.3	0.0	0.0	0.8	0.5	0.0	0.0	0.1	0.1	0.4	0.1
NHS OLDHAM CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS OXFORDSHIRE CCG	2.0	0.7	2.0	0.7	4.0	2.5	6.0	1.5	0.0	0.0	2.0	1.4
NHS PORTSMOUTH CCG	1.0	1.0	2.0	2.0	3.0	3.0	2.0	2.0	0.0	0.0	0.0	0.0
NHS REDBRIDGE CCG	1.0	0.2	2.0	0.4	1.0	0.2	1.0	0.2	0.0	0.0	4.0	1.0
NHS REDDITCH AND BROMSGROVE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS RICHMOND CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS ROTHERHAM CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS RUSHCLIFFE CCG	0.4	0.3	0.0	0.0	0.8	0.5	0.0	0.0	0.1	0.1	0.4	0.1
NHS SALFORD CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.8	0.0	0.0
NHS SANDWELL AND WEST BIRMINGHAM CCG	0.8	0.5	2.7	1.3	2.2	1.5	1.3	0.9	7.0	4.8	6.8	3.2
NHS SCARBOROUGH AND RYEDALE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SHEFFIELD CCG	9.0	5.9	4.0	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SHROPSHIRE CCG	0.0	0.0	2.0	0.6	2.0	0.8	0.0	0.0	10.0	4.0	1.0	0.2
NHS SLOUGH CCG	3.3	3.3	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
NHS SOLIHULL CCG	2.8	2.7	0.0	0.0	0.3	0.2	1.0	1.0	0.0	0.0	0.0	0.0
NHS SOMERSET CCG	1.0	0.6	3.0	2.4	2.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SOUTH LINCOLNSHIRE CCG	3.9	3.0	0.0	0.0	1.4	1.1	0.3	0.3	0.0	0.0	0.0	0.0
NHS SOUTH CHESHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.4	0.0	0.0
NHS SOUTH DEVON AND TORBAY CCG	1.6	1.4	0.8	0.8	0.0	0.0	0.0	0.0	0.8	0.7	0.0	0.0
NHS SOUTH EAST STAFFORDSHIRE &	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
SEISDON PENNINSULAR												
NHS SOUTH EASTERN HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SOUTH GLOUCESTERSHIRE CCG	3.0	2.4	1.0	0.8	1.8	0.4	0.9	0.1	1.6	0.6	1.5	0.1
NHS SOUTH KENT COAST CCG	0.2	0.1	0.2	0.0	0.1	0.1	0.1	0.1	1.4	0.9	1.4	0.7
NHS SOUTH MANCHESTER CCG	2.0	1.1	0.7	0.7	0.3	0.3	0.0	0.0	2.3	2.0	1.7	1.6
NHS SOUTH NORFOLK CCG	1.8	1.0	1.3	0.3	1.5	1.5	0.3	0.3	1.3	0.7	1.0	0.4
NHS SOUTH READING CCG	3.3	3.3	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.1	0.1
NHS SOUTH SEFTON CCG	2.4	1.5	0.0	0.0	0.6	0.4	0.6	0.4	0.6	0.6	0.0	0.0
NHS SOUTH TEES CCG	4.0	2.9	2.4	1.4	3.4	3.0	0.6	0.6	7.1	6.7	1.2	0.9
NHS SOUTH TYNESIDE CCG	3.0	2.3	0.0	0.0	4.0	4.0	0.0	0.0	9.0	2.8	5.0	1.0
NHS SOUTH WARWICKSHIRE CCG	2.8	2.7	0.0	0.0	0.3	0.2	1.0	1.0	0.0	0.0	0.0	0.0
NHS SOUTH WEST LINCOLNSHIRE CCG	4.4	3.3	0.0	0.0	1.5	1.2	0.4	0.4	0.0	0.0	0.0	0.0
NHS SOUTH WORCESTERSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SOUTHAMPTON CCG	2.0	0.5	1.0	0.2	1.0	0.2	0.8	0.2	1.0	0.4	0.0	0.0
NHS SOUTHEND CCG	1.5	1.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.2	0.5	0.5
NHS SOUTHERN DERBYSHIRE CCG	9.7	3.5	9.7	1.2	0.5	0.5	1.8	1.1	6.5	2.1	0.0	0.0
NHS SOUTHPORT AND FORMBY CCG	1.6	1.0	0.0	0.0	0.4	0.2	0.4	0.2	0.4	0.4	0.0	0.0
NHS SOUTHWARK CCG	1.0	0.1	3.0	0.6	2.0	0.6	2.0	1.1	3.0	0.3	3.0	0.2
NHS ST HELENS CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS STAFFORD AND SURROUNDS CCG	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	2.1	2.1	0.0	0.0
NHS STOCKPORT CCG	7.0	7.0	1.0	0.4	0.0	0.0	0.0	0.0	4.0	3.4	2.0	1.4
NHS STOKE ON TRENT CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SUNDERLAND CCG	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	2.0	1.9	0.0	0.0
NHS SURREY DOWNS	0.7	0.7	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
NHS SURREY HEATH CCG	1.4	0.9	1.2	0.3	0.4	0.2	0.4	0.2	0.8	0.2	0.0	0.0
NHS SUTTON CCG	0.0	0.0	3.0	2.8	1.0	1.0	1.0	1.0	6.0	5.4	1.0	0.2

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS SWALE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS SWINDON CCG	1.0	1.0	0.0	0.0	1.0	1.0	0.0	0.0	2.0	1.8	1.0	1.0
NHS TAMESIDE AND GLOSSOP CCG	0.0	0.0	0.0	0.0	1.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0
NHS TELFORD AND WREKIN CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.6	0.0	0.0
NHS THANET CCG	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	1.7	1.1	1.7	0.8
NHS THURROCK CCG	1.5	1.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.2	0.5	0.5
NHS TOWER HAMLETS CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS TRAFFORD CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS VALE OF YORK CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS VALE ROYAL CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.4	0.0	0.0
NHS WAKEFIELD CCG	5.0	4.5	0.0	0.0	9.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WALSALL CCG	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0
NHS WALTHAM FOREST CCG	0.0	0.0	5.0	2.0	3.0	1.2	5.0	2.1	0.0	0.0	0.0	0.0
NHS WANDSWORTH CCG	0.0	0.0	2.0	0.6	2.0	0.8	3.0	1.8	0.0	0.0	4.0	1.4
NHS WARRINGTON CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WARWICKSHIRE NORTH CCG	2.2	2.1	0.0	0.0	0.2	0.2	0.8	0.8	0.0	0.0	0.0	0.0
NHS WEST CHESHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WEST ESSEX CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WEST HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WEST KENT CCG	1.6	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0
NHS WEST LANCASHIRE CCG	3.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NHS WEST LEICESTERSHIRE CCG	2.6	2.6	0.0	0.0	2.6	1.9	0.5	0.5	3.6	3.0	1.0	0.8
NHS WEST LONDON CCG	2.3	0.0	1.3	0.2	0.0	0.0	1.0	0.1	1.0	0.1	0.0	0.0
NHS WEST NORFOLK CCG	1.8	1.0	1.3	0.3	1.5	1.5	0.3	0.3	1.3	0.7	1.0	0.4
NHS WEST SUFFOLK CCG	2.4	0.7	1.6	0.0	2.0	1.0	0.4	0.1	1.2	0.4	0.8	0.5
NHS WIGAN BOROUGH CCG	1.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

CCG name	High Intensity											
	Counselling		Couples Therapy		IPT		DIT		EMDR		MBCT	
	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE	Total HC	Total WTE
NHS WILTSHIRE CCG	2.0	0.2	1.0	0.1	2.0	0.2	2.0	0.2	0.0	0.0	0.0	0.0
NHS WINDSOR, ASCOT AND MAIDENHEAD CCG	3.3	3.3	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
NHS WIRRAL CCG	6.0	4.8	0.0	0.0	1.0	0.8	1.0	0.5	0.0	0.0	0.0	0.0
NHS WOKINGHAM CCG	3.4	3.4	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.1	0.1
NHS WOLVERHAMPTON CCG	3.0	2.6	0.0	0.0	1.0	1.0	1.0	0.2	0.0	0.0	0.0	0.0
NHS WYRE FOREST CCG	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
(blank)	4.0	3.8	0.0	0.0	0.0	0.0	0.0	0.0	3.0	1.0	2.0	1.0
Grand Total	333.1	229.4	145.7	65.5	179.4	128.3	79.7	45.1	215.3	127.0	183.2	93.9

18.3.4 Trainees, Supervisors and Employment Support

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS AIREDALE, WHARFEDALE AND CRAVEN CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS ASHFORD CCG	1.0	2.2	4.8	1.4	0.0	0.0
NHS AYLESBURY VALE CCG	0.4	2.5	2.7	0.0	0.6	0.0
NHS BARKING AND DAGENHAM CCG	2.0	3.0	6.0	6.0	0.4	0.0
NHS BARNET CCG	0.0	0.0	3.0	0.0	1.5	0.0
NHS BARNSELEY CCG	1.0	6.0	0.0	0.0	0.0	0.0
NHS BASILDON AND BRENTWOOD CCG	0.8	4.5	1.5	0.8	0.3	0.0
NHS BASSETLAW CCG	0.0	0.0	0.0	9.0	0.0	0.0
NHS BATH AND NORTH EAST SOMERSET CCG	3.0	2.0	12.0	0.0	0.0	0.0
NHS BEDFORDSHIRE CCG	0.0	3.0	1.0	10.0	16.5	0.0
NHS BEXLEY CCG	2.0	1.0	0.0	5.0	0.4	0.0
NHS BIRMINGHAM CROSSCITY CCG	5.2	2.5	21.0	1.0	0.0	0.0
NHS BIRMINGHAM SOUTH AND CENTRAL CCG	4.1	1.5	12.6	3.1	0.0	0.0
NHS BLACKBURN WITH DARWEN CCG	0.5	1.7	0.5	4.0	0.2	0.0
NHS BLACKPOOL CCG	0.4	0.6	1.4	1.8	0.2	0.0
NHS BOLTON CCG	0.0	0.0	6.0	12.0	0.0	0.0
NHS BRACKNELL AND ASCOT CCG	0.7	0.7	2.7	0.0	0.0	0.0
NHS BRADFORD CITY CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS BRADFORD DISTRICTS CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS BRENT CCG	3.1	3.7	20.4	1.7	2.0	0.0
NHS BRIGHTON AND HOVE CCG	0.0	0.0	5.0	8.0	1.0	0.0
NHS BRISTOL CCG	3.3	4.6	9.8	13.3	0.0	0.0
NHS BROMLEY CCG	2.0	4.0	5.0	1.0	2.0	0.0

³⁶ Only headcount data is available. It is assumed that all trainees are full-time.

³⁷ Only headcount data is available.

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS BURY CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS CALDERDALE CCG	4.0	4.0	3.0	0.0	0.0	0.0
NHS CAMBRIDGESHIRE AND PETERBOROUGH CCG	0.0	21.0	35.0	0.0	0.0	0.0
NHS CAMDEN CCG	2.0	4.0	0.0	18.0	0.0	0.0
NHS CANNOCK CHASE CCG	0.5	2.4	1.4	4.3	0.0	0.0
NHS CANTERBURY AND COASTAL CCG	5.7	3.7	10.1	0.8	0.4	0.9
NHS CASTLE POINT AND ROCHFORD	0.8	4.5	1.5	0.8	0.3	0.0
NHS CENTRAL LONDON (WESTMINSTER) CCG	1.6	2.0	13.1	0.9	1.1	0.0
NHS CENTRAL MANCHESTER CCG	0.3	0.0	2.4	1.4	0.0	0.0
NHS CHILTERN CCG	1.6	10.5	11.3	0.0	2.4	0.0
NHS CHORLEY AND SOUTH RIBBLE CCG	0.0	0.0	2.0	4.0	0.0	0.0
NHS CITY AND HACKNEY CCG	2.0	4.0	19.0	0.0	1.0	0.0
NHS COASTAL WEST SUSSEX CCG	4.0	9.0	0.0	0.0	2.0	0.0
NHS CORBY CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS COVENTRY AND RUGBY CCG	1.2	2.7	8.4	0.6	0.0	0.0
NHS CRAWLEY CCG	0.0	1.0	0.0	0.0	2.0	0.0
NHS CROYDON CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS CUMBRIA CCG	7.0	8.0	0.0	11.0	0.0	0.0
NHS DARLINGTON CCG	0.5	2.0	2.1	0.0	0.0	0.0
NHS DARTFORD, GRAVESHAM AND SWANLEY CCG	5.1	2.2	2.1	1.1	0.3	0.0
NHS DONCASTER CCG	2.0	3.0	12.0	0.0	0.5	0.0
NHS DORSET CCG	4.5	8.3	21.8	6.8	0.6	0.0
NHS DUDLEY CCG	0.0	0.0	9.0	1.0	0.0	0.0
NHS DURHAM DALES, EASINGTON AND SEDGEFIELD CCG	1.4	6.2	6.7	0.0	0.0	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS EALING CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS EAST AND NORTH HERTFORDSHIRE CCG	11.0	19.0	10.0	0.5	0.0	0.0
NHS EAST LANCASHIRE CCG	1.1	1.7	2.1	11.3	0.6	0.0
NHS EAST LEICESTERSHIRE AND RUTLAND CCG	1.4	0.0	14.4	0.0	0.0	0.6
NHS EAST RIDING OF YORKSHIRE CCG	3.1	4.0	29.5	2.0	0.0	0.0
NHS EAST STAFFORDSHIRE CCG	0.0	2.0	0.0	4.0	0.0	0.0
NHS EAST SURREY CCG	3.1	4.0	6.2	0.5	0.0	0.0
NHS EASTBOURNE, HAILSHAM & SEAFORD CCG	2.0	2.0	7.6	0.0	0.0	0.0
NHS EASTERN CHESHIRE CCG	0.0	0.0	4.0	2.0	0.0	0.0
NHS ENFIELD CCG	1.0	5.0	12.0	1.0	0.4	0.0
NHS EREWASH CCG	0.5	0.2	3.1	1.2	0.0	0.0
NHS FAREHAM AND GOSPORT CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS FYLDE & WYRE CCG	1.0	1.0	4.0	0.0	0.0	0.0
NHS GATESHEAD CCG	0.0	0.0	1.0	7.0	0.0	1.2
NHS GLOUCESTERSHIRE CCG	0.0	4.0	30.0	0.0	1.0	0.0
NHS GREAT YARMOUTH AND WAVENEY CCG	0.0	0.0	2.0	1.0	0.0	0.0
NHS GREATER HUDDERSFIELD CCG	0.0	1.2	1.2	0.0	0.0	0.0
NHS GREATER PRESTON CCG	0.0	1.0	1.0	1.0	0.0	0.0
NHS GREENWICH CCG	2.0	3.0	8.0	0.0	2.0	0.0
NHS GUILDFORD AND WAVERLEY CCG	2.3	4.1	4.2	0.0	0.0	0.0
NHS HALTON CCG	0.0	0.0	1.0	17.0	0.0	0.0
NHS HAMBLETON, RICHMONDSHIRE AND WHITBY CCG	0.0	0.0	3.6	0.0	0.0	0.0
NHS HAMMERSMITH AND FULHAM CCG	2.0	2.0	19.0	0.0	2.0	0.0
NHS HARDWICK CCG	0.2	0.1	1.1	0.4	0.0	0.0
NHS HARINGEY CCG	4.0	4.0	8.0	0.0	0.6	0.0
NHS HARROGATE AND RURAL DISTRICT CCG	0.0	0.0	3.6	0.0	0.0	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS HARROW CCG	1.9	2.3	12.6	1.1	1.3	0.0
NHS HARTLEPOOL AND STOCKTON-ON-TEES CCG	3.5	2.1	9.7	1.9	0.0	0.0
NHS HASTINGS AND ROTHER CCG	2.4	2.4	9.2	0.0	0.0	0.0
NHS HAVERING CCG	2.0	3.0	3.0	0.0	2.0	0.0
NHS HEREFORDSHIRE CCG	0.0	0.0	7.0	2.0	0.0	2.4
NHS HERTS VALLEYS CCG	11.0	19.0	10.0	0.5	0.0	0.0
NHS HEYWOOD, MIDDLETON AND ROCHDALE CCG	0.0	2.0	2.0	5.0	0.0	0.0
NHS HIGH WEALD HAVENS & LEWES CCG	1.6	1.6	6.2	0.0	0.0	0.0
NHS HILLINGDON CCG	2.4	3.0	16.2	1.4	1.6	0.0
NHS HORSHAM AND MID SUSSEX CCG	3.0	3.0	0.0	0.0	2.0	0.0
NHS HOUNSLOW CCG	2.0	3.0	9.0	7.0	3.0	0.0
NHS HULL CCG	0.9	0.0	4.5	0.0	0.0	0.0
NHS IPSWICH AND EAST SUFFOLK CCG	0.0	0.0	1.2	12.0	0.7	0.0
NHS ISLE OF WIGHT CCG	0.0	2.0	9.0	0.0	1.8	0.0
NHS ISLINGTON CCG	2.0	2.0	0.0	18.0	0.0	0.0
NHS KERNOW CCG	7.0	7.0	13.0	2.0	0.0	0.0
NHS KINGSTON CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS KNOWSLEY CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS LAMBETH CCG	2.0	5.0	0.0	10.0	3.0	0.8
NHS LANCASHIRE NORTH CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS LEEDS NORTH CCG	0.0	0.7	25.3	0.7	0.0	0.0
NHS LEEDS SOUTH AND EAST CCG	0.0	0.7	25.3	0.7	0.0	0.0
NHS LEEDS WEST CCG	0.0	0.7	25.3	0.7	0.0	0.0
NHS LEICESTER CITY CCG	0.2	0.6	0.0	0.3	1.1	0.0
NHS LEWISHAM CCG	3.0	3.0	0.0	13.0	4.0	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS LINCOLNSHIRE EAST CCG	0.6	0.0	13.4	0.0	1.2	0.0
NHS LINCOLNSHIRE WEST CCG	0.6	0.0	13.4	0.0	1.2	0.0
NHS LIVERPOOL CCG	3.0	3.0	32.0	1.0	0.0	0.0
NHS LUTON CCG	0.0	3.0	3.0	2.0	0.0	0.0
NHS MANSFIELD AND ASHFIELD CCG	0.5	0.4	4.7	0.0	0.0	0.0
NHS MEDWAY CCG	3.5	4.3	2.1	1.9	0.0	0.0
NHS MERTON CCG	0.0	0.0	1.0	0.0	0.0	0.0
NHS MID ESSEX CCG	0.0	0.0	10.0	0.0	0.0	0.0
NHS MILTON KEYNES CCG	3.0	3.0	0.0	4.0	0.0	0.8
NHS NENE CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS NEWARK & SHERWOOD CCG	0.4	0.5	2.5	0.0	0.0	0.0
NHS NEWBURY AND DISTRICT CCG	0.2	0.4	2.2	0.0	0.0	0.0
NHS NEWCASTLE GATESHEAD CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS NEWCASTLE NORTH AND EAST CCG	4.5	2.5	0.0	1.6	1.8	0.0
NHS NEWCASTLE WEST CCG	3.5	0.5	0.0	1.4	0.0	0.0
NHS NEWHAM CCG	2.0	2.0	16.0	3.0	2.0	0.0
NHS NORTH & WEST READING CCG	0.2	0.5	2.3	0.0	0.0	0.2
NHS NORTH DERBYSHIRE CCG	2.4	0.2	5.8	1.8	0.0	0.0
NHS NORTH DURHAM CCG	1.1	4.8	5.2	0.0	0.0	0.0
NHS NORTH EAST ESSEX CCG	0.0	0.0	5.0	0.0	5.8	0.0
NHS NORTH EAST HAMPSHIRE & FARNHAM CCG	0.0	1.0	6.0	2.0	0.0	0.0
NHS NORTH EAST LINCOLNSHIRE CCG	0.0	2.0	7.0	5.0	1.0	0.0
NHS NORTH HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH KIRKLEES CCG	0.0	0.8	0.8	0.0	0.0	0.0
NHS NORTH LINCOLNSHIRE CCG	0.0	0.0	6.0	1.0	0.0	0.0
NHS NORTH MANCHESTER CCG	0.3	0.0	2.3	1.3	0.0	0.0
NHS NORTH NORFOLK CCG	0.0	1.0	0.3	5.3	0.0	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS NORTH SOMERSET CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH STAFFORDSHIRE CCG	0.0	0.0	9.0	0.0	4.0	0.0
NHS NORTH TYNESIDE CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS NORTH WEST SURREY CCG	1.3	2.8	1.8	0.0	0.0	0.0
NHS NORTH, EAST AND WEST DEVON CCG	1.8	7.2	31.8	0.0	1.4	0.0
NHS NORTHUMBERLAND CCG	3.0	1.0	2.0	0.0	0.0	0.0
NHS NORWICH CCG	0.0	1.0	0.3	5.3	0.0	0.3
NHS NOTTINGHAM CITY CCG	3.0	3.0	10.9	1.0	0.0	0.0
NHS NOTTINGHAM NORTH AND EAST CCG	0.7	0.8	4.9	0.0	0.0	0.0
NHS NOTTINGHAM WEST CCG	0.4	0.4	2.4	0.0	0.0	0.0
NHS OLDHAM CCG	0.0	0.0	3.0	2.0	0.0	0.0
NHS OXFORDSHIRE CCG	2.0	4.0	28.0	9.0	0.0	0.0
NHS PORTSMOUTH CCG	1.0	0.0	11.0	17.0	3.0	0.0
NHS REDBRIDGE CCG	2.0	3.0	4.0	0.0	2.0	0.0
NHS REDDITCH AND BROMSGROVE CCG	0.0	0.0	1.8	1.5	0.0	0.0
NHS RICHMOND CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS ROTHERHAM CCG	1.0	0.0	7.0	0.0	0.4	0.0
NHS RUSHCLIFFE CCG	0.7	0.9	2.6	0.0	0.0	0.0
NHS SALFORD CCG	2.0	6.0	4.0	1.0	0.0	0.0
NHS SANDWELL AND WEST BIRMINGHAM CCG	4.7	2.0	14.4	2.0	0.0	0.0
NHS SCARBOROUGH AND RYEDALE CCG	0.0	0.0	3.2	0.0	0.0	0.0
NHS SHEFFIELD CCG	0.0	8.0	46.0	3.0	1.0	0.0
NHS SHROPSHIRE CCG	4.0	0.0	13.0	0.0	2.0	0.0
NHS SLOUGH CCG	0.7	0.7	2.7	0.0	0.0	0.0
NHS SOLIHULL CCG	1.0	2.3	7.0	0.5	0.0	0.0
NHS SOMERSET CCG	0.0	0.0	10.0	0.0	0.0	0.0
NHS SOUTH LINCOLNSHIRE CCG	0.3	0.0	7.1	0.0	0.6	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS SOUTH CHESHIRE CCG	0.0	0.0	3.0	0.0	0.0	0.0
NHS SOUTH DEVON AND TORBAY CCG	1.2	4.8	21.2	0.0	0.9	0.0
NHS SOUTH EAST STAFFORDSHIRE & SEISDON PENNINSULAR	0.0	3.0	1.0	1.0	0.0	0.0
NHS SOUTH EASTERN HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS SOUTH GLOUCESTERSHIRE CCG	1.8	3.4	9.2	6.7	1.3	0.0
NHS SOUTH KENT COAST CCG	0.2	0.2	0.3	3.4	0.0	0.0
NHS SOUTH MANCHESTER CCG	0.3	0.0	2.3	1.3	0.0	0.0
NHS SOUTH NORFOLK CCG	0.0	1.0	0.3	5.3	0.0	0.0
NHS SOUTH READING CCG	0.3	0.5	2.7	0.0	0.0	0.0
NHS SOUTH SEFTON CCG	2.4	0.0	4.2	0.6	1.2	0.0
NHS SOUTH TEES CCG	1.5	0.9	11.3	3.1	0.0	0.0
NHS SOUTH TYNESIDE CCG	1.0	0.0	14.0	6.0	1.0	0.0
NHS SOUTH WARWICKSHIRE CCG	1.0	2.3	7.0	0.5	0.0	0.0
NHS SOUTH WEST LINCOLNSHIRE CCG	0.4	0.0	8.0	0.0	0.7	0.0
NHS SOUTH WORCESTERSHIRE CCG	0.0	0.0	3.0	2.5	0.0	0.0
NHS SOUTHAMPTON CCG	1.5	2.8	7.3	2.3	0.2	0.0
NHS SOUTHEND CCG	0.8	4.5	1.5	0.8	0.3	0.0
NHS SOUTHERN DERBYSHIRE CCG	4.2	0.5	16.9	7.5	0.0	0.0
NHS SOUTHPORT AND FORMBY CCG	1.6	0.0	2.8	0.4	0.8	0.0
NHS SOUTHWARK CCG	1.0	0.0	8.0	0.0	2.0	0.0
NHS ST HELENS CCG	0.0	0.0	4.0	0.0	0.0	0.0
NHS STAFFORD AND SURROUNDS CCG	0.5	2.6	1.6	4.7	0.0	0.0
NHS STOCKPORT CCG	0.0	3.0	8.0	3.0	0.0	0.0
NHS STOKE ON TRENT CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS SUNDERLAND CCG	0.0	0.0	18.0	0.0	2.0	0.0
NHS SURREY DOWNS	1.8	4.2	3.1	0.5	0.0	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS SURREY HEATH CCG	3.5	3.9	7.6	0.0	0.0	0.0
NHS SUTTON CCG	3.0	0.0	1.0	9.0	1.0	0.0
NHS SWALE CCG	1.1	1.1	2.4	0.5	0.0	0.0
NHS SWINDON CCG	0.0	0.0	6.0	1.0	0.0	0.0
NHS TAMESIDE AND GLOSSOP CCG	2.0	3.0	5.0	0.0	0.0	0.0
NHS TELFORD AND WREKIN CCG	1.0	2.0	6.0	0.0	0.0	0.0
NHS THANET CCG	5.1	3.1	1.1	5.4	0.0	0.0
NHS THURROCK CCG	0.8	4.5	1.5	0.8	0.3	0.0
NHS TOWER HAMLETS CCG	2.0	2.0	0.0	0.0	0.0	0.0
NHS TRAFFORD CCG	3.0	3.0	2.0	14.0	0.0	0.0
NHS VALE OF YORK CCG	0.0	2.0	5.6	0.0	0.0	0.0
NHS VALE ROYAL CCG	0.0	0.0	0.0	2.0	0.0	0.0
NHS WAKEFIELD CCG	5.0	7.0	15.0	0.0	1.0	0.0
NHS WALSALL CCG	0.0	0.0	2.0	11.0	0.0	0.0
NHS WALTHAM FOREST CCG	2.0	3.0	7.0	3.0	2.0	0.0
NHS WANDSWORTH CCG	2.0	3.0	3.0	5.0	2.0	0.0
NHS WARRINGTON CCG	0.0	3.0	3.0	7.0	0.0	0.0
NHS WARWICKSHIRE NORTH CCG	0.8	1.8	5.6	0.4	0.0	0.0
NHS WEST CHESHIRE CCG	3.0	0.0	1.0	5.0	0.0	0.0
NHS WEST ESSEX CCG	0.0	3.0	0.0	0.0	4.0	0.0
NHS WEST HAMPSHIRE CCG	0.0	0.0	0.0	0.0	0.0	0.0
NHS WEST KENT CCG	0.8	0.0	0.0	0.0	0.5	0.0
NHS WEST LANCASHIRE CCG	0.0	0.0	5.0	0.0	0.0	0.0
NHS WEST LEICESTERSHIRE CCG	1.6	0.0	15.6	0.0	0.0	0.0
NHS WEST LONDON CCG	0.0	2.0	0.8	0.8	2.0	0.0
NHS WEST NORFOLK CCG	0.0	1.0	0.3	5.3	0.0	0.0
NHS WEST SUFFOLK CCG	0.0	0.0	0.8	8.0	0.5	0.0

CCG name	Trainees ³⁶		Supervisors ³⁷		Employment Support	
	High Intensity	Low Intensity	IAPT accredited	Not IAPT accredited	Employment Advisors WTE	Calculated PWP WTE
NHS WIGAN BOROUGH CCG	2.0	7.0	3.0	25.0	0.0	0.0
NHS WILTSHIRE CCG	3.0	0.0	8.0	0.0	0.0	0.0
NHS WINDSOR, ASCOT AND MAIDENHEAD CCG	0.7	0.7	2.7	0.0	0.0	0.2
NHS WIRRAL CCG	7.0	1.0	2.0	8.0	0.0	0.0
NHS WOKINGHAM CCG	0.3	0.6	2.8	0.0	0.0	0.0
NHS WOLVERHAMPTON CCG	2.0	3.0	23.0	0.0	4.0	0.0
NHS WYRE FOREST CCG	0.0	0.0	1.2	1.0	0.0	0.0
(blank)	5.0	0.0	6.0	2.0	0.0	0.0
Grand Total	286.5	430.4	1314.8	490.5	117.8	7.4