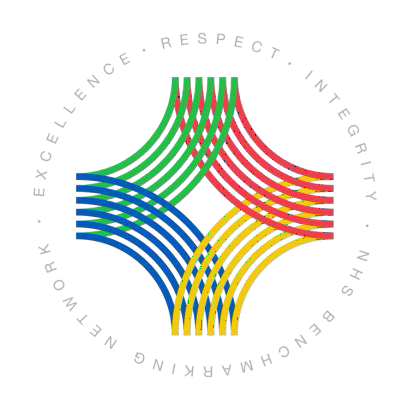


Psychological professions

National workforce census

1 April 2023 - 31 March 2024



Developed in partnership with the NHS Benchmarking Network

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Executive summary

Background and purpose

Ensuring a workforce of the right size, in the right place, with the right skills is essential to meeting current population needs and underpinning the ambitious transformation plans set out in healthcare policy.

The psychological professions workforce is diverse and influential, working across a range of settings and populations, including mental health and physical health pathways. The Five Year Forward View for Mental Health[4](#References), the NHS Long Term Plan[1](#References), the Mental Health Implementation Plan[5](#References) and the 2023 NHS Long Term Workforce Plan[2](#References) have committed to significant growth in this workforce over the past 8 years across a range of care pathways. The psychological professions workforce, as recorded on the NHS Electronic Staff Record (ESR), grew by 65% from 2019 to 2024. The NHS Long Term Workforce Plan set an ambition to grow this workforce by a further 24,000 to 26,000 WTE psychological professionals, almost doubling its 2024 size by 2037. However, granular tracking of progress against these objectives has been challenging because of data quality issues in the ESR, which is also not used universally across organisations. New ESR job role categories and professions specific guidance has been issued which will enable improvements in data quality over coming years.

The Psychological Professions Workforce Census aim is to provide a more comprehensive overview of the psychological professions’ workforce in England, to understand the size and scale of the workforce and highlight progress and challenges. The psychological professions workforce consists of 3 main groupings: (1) psychologists, with linked associate and assistant roles, (2) psychological therapists, and (3) psychological practitioners. Art, drama and music therapists are allied health professionals and medical psychotherapists are psychiatrists but are included here also as part of the wider psychological professions’ workforce.

To continue the progress of workforce development and following on from the successful 2023 report, the NHS England Workforce, Training and Education directorate (NHSE WTE) commissioned the NHS Benchmarking Network (NHSBN) to undertake a second annual census and analysis of the psychological professions’ workforce across England for 2024. The NHS Benchmarking Psychological Professions Workforce Census (the census) aims to profile the psychological professions workforce to support national workforce strategies. Building on the 2023 census, it details the workforce size for each occupation and their diversity by age, gender, disability, and ethnicity. The census is a key reference for showing progress on the workforce plans in the NHS Long Term Plan and the NHS Long Term Workforce Plan.

The census scope includes psychological professions staff working in NHS commissioned services in NHS mental health trusts (and combined trusts), acute trusts, community trusts, independent sector organisations, voluntary sector providers, and local authorities in England. It does not include primary care although it is recognised that psychological professionals are making an important contribution to these services.

Psychological professions taxonomy

Where ‘Psychologists’ are referred to in this report, this is referring to the staff group, which includes clinical, counselling, forensic, and health psychologists. Within the appendix there is a full list of which staff roles are included in the census, and how they map to the roles on the ESR.

Psychologists:

* clinical psychologists
* counselling psychologists
* forensic psychologists
* health psychologists

Associate and assistant roles:

* clinical associate in psychology
* assistant psychologists

Psychological therapists:

* cognitive behavioural therapists
* counsellors
* child and adolescent psychotherapists
* adult psychotherapists
* family and systemic psychotherapists
* psychological therapists (other)
* art, drama and music therapists with allied health professions (AHP) leadership
* medical psychotherapists with medical professional leadership

Psychological practitioners:

* psychological wellbeing practitioner
* education mental health practitioner
* children’s wellbeing practitioner
* mental health and wellbeing practitioner
* youth intensive psychological wellbeing practitioner

Participation

In 2024, 168 organisations participated in the census. This included 140 adult submissions and 123 children and young people (CYP) submissions. Not all organisations that NHSBN approached were able to participate. Some organisations stated they were out of scope, and a small number declined to participate, often quoting work pressures or data being unavailable.

The type and number of organisations that submitted were:

* 47 mental health and combined mental health trusts
* 54 acute trusts
* 5 community trusts
* 6 independent providers
* 10 local authorities
* 46 VCSE organisations

For completeness, high level workforce data from the 2024 NHS Talking Therapies for anxiety and depression Census (NHS TTad) was included in parts of this report where comparable data were available from the NHS Talking Therapies Census. NHS Talking Therapies form a significant portion of the overall psychological professions’ workforce. Each section highlights whether or not NHS Talking Therapies Census data is included.

Workforce summary

* There were 31,678 WTE staff reported as working within psychological professions across all settings and services in scope of the census. This total
* included 19,917 WTE from the Psychological Professions Workforce Census and 11,761 WTE from NHS Talking Therapies Census. In 2023, the Psychological Professions Workforce Census and the NHS Talking Therapies Census jointly reported 26,585 WTE psychological professions staff. However, in 2023, NHS community trusts were out of scope of the census (791 WTE in 2024).
* For NHS mental health trusts that participated in both years of the census (2023 and 2024), the largest growth of WTE of the psychological professions workforce by service area was in adult community mental health. In 2023, this service area recorded 6,804 WTE, and for the same mental health trusts that submitted a figure for 2024 (37 trusts), this increased to 7,793 WTE (an increase of 15%).
* When the WTE was benchmarked by region per 100,000 population, London had the largest psychological professions workforce (78 WTE), compared to the smallest being the Midlands (47 WTE). The national average was 56 WTE.
* **Over a third of staff working in psychological professions were psychological therapists (36%),** followed by psychological practitioners (27%), and psychologists (25%). Please note that this includes NHS Talking Therapies services.
* All of the occupational groups in the psychological professions’ taxonomy were identified in the census responses, with the largest groups being clinical psychologists, cognitive behavioural therapists, and psychological wellbeing practitioners, each reported as over 5,000 WTE. Assistant psychologists, counsellors, psychological therapists (other), education mental health practitioners, and mental health and wellbeing practitioners were each reported as more than 1,000 WTE.
* Most psychological professions staff in NHS commissioned healthcare worked for an NHS provider (87%), with 13% working for non-NHS organisations.

Demographics

* Ethnicity profiling across the combined psychological professions showed alignment in many respects to the England working age population profile. The exception was Asian or Asian British WTE psychological professions staff (7%) which were under-represented compared to the 10% in the England working age population[14](#References).
* The **majority of psychological professions staff were reported as female (81%)**, with 17% male, and 2% not known. This was higher than the 76% reported for all NHS staff[13](#References) as female (ESR, the data source for the gender profile, does not capture other gender identities). In the 2023 census, 82% of the psychological professions staff were reported as female.
* The **age profile of psychological professions staff showed a significant weighting towards 20-49 year-olds** compared to the England working age population[14](#References), with a relatively smaller proportion over 50 years old.
* 10% of the psychological professions’ workforce was identified as having a disability in the census, compared to a wider England working age population estimate of 24%[14](#References).

HR metrics

* Overall, including NHS Talking Therapies services**, the vacancy rate for psychological professions was 7.4%.** This compares to a 6.9% (March 2024) vacancy rate reported by NHS Digital for all staff in the NHS. In comparison, the vacancy rate for the 2023 iteration of this project was 13%, meaning a 5.6 percentage point decrease. The drop in vacancies may largely be explained by a change introduced to the methodology in the 2024 census return aiming to increase accuracy. Overall, there were 2,239 (WTE) vacancies across all service areas (including NHS Talking Therapies). The lowest vacancy rate was for NHS Talking Therapies (6.2%).
* The **highest vacancy rates were found for practitioner psychologists (10.6%)** and psychological therapists (10.6%), with lower rates for assistant psychologists (7.2%), clinical associates in psychology (6.1%), and psychological practitioners (4.5%). For comparison, the NHS average vacancy rate for March 2024 was 6.9%10.
* The **average sickness absence rate was 3.5% for all psychological professions staff** (3.1% in 2023). The average sickness absence rate for all NHS staff for March 2024 was 4.7%[11](#References).
* The **average turnover rate for all services was 15.4%,** higher than what was reported in the ESR for psychological professions (10.6%). The turnover rate in the census was the highest for assistant psychologists (36.4%), followed by psychological practitioners (19.2%), psychological therapists (12.9%), psychologists (12.3%), and clinical associates in psychology (7.9%).

Additional

* For all qualified psychological professions staff (excluding NHS Talking Therapies), **65% were reported as having been in post for less than 3 years**, and 28% less than 1year. This represented a slight change from the figures reported in the 2023 census (60% and 30%, respectively).
* Across all psychological professions staff groups (excluding NHS Talking Therapies), 33% of leavers were reported to have remained within NHS commissioned services. However, on average, the destination of 47% of all leavers was unknown.

# Introduction

##### Background and Purpose

The psychological professions workforce is diverse, working across a broad range of ages and settings, including mental and physical health services. The **psychological professions workforce grew by 65% between 2019 and 2024**, making it one of the fastest growing professional groups in the NHS. The Electronic Staff Record showed a 65% growth in psychological professions WTE had been achieved by March 2024 (see Appendix for list of included ESR staff roles).

The need for more psychological professions staff is clear and growing. 1 in every 9 children has a mental health disorder[3](#References) by age 14, half of all mental health conditions are established by the age of 24[6](#References). Statistics show that 1.8 million workers in Great Britain reported they were suffering from work-related ill health in 2022/23, with approximately half of the cases due to stress, depression, or anxiety[7](#References). Mental health conditions are also linked to a higher prevalence of poor physical health in long term conditions such as asthma, obesity, diabetes, chronic obstructive pulmonary disease (COPD), stroke, coronary heart disease, and heart failure[8](#References).

The public expresses a preference for a psychological approach over medication for mental health conditions, by a ratio of 3:1[12](#References).

The NHS Mental Health Implementation Plan[5](#References) set out indicative growth requirements for psychological professions to deliver the NHS Long Term Plan[1](#References) commitments across specific mental health pathways. The requirement amounted to a 60% growth ambition for psychological professions from 2019-2024, as highlighted by the Psychological Professions Workforce Plan for England (2021)[9](#References).

To support this growth, it emphasised the need to train more psychological professionals and in new ways (including apprenticeships), to retain more psychological professionals, and to reform how services are delivered, for example through digitally enabled healthcare and the use of new roles. Training and education places have been expanded significantly to support growth, and several apprenticeships have emerged or are in development.

In addition to the developments, an analysis of progress was commissioned in 2024 to understand the workforce across the broad range of psychological professions within their settings. To provide this vital intelligence NHS Benchmarking Network was commissioned to deliver the Psychological Professions Workforce Census in 2024.

The analysis of the 2023 census has led to a detailed profile of this workforce, enabling an understanding of role distribution across service pathways and demographic characteristics of the professionals delivering these services. Additionally, it has improved understanding of rates of retention and pay structures. The insights from the 2023 census support planning at the national, regional, and integrated care board level. The 2023 national report is available here: [Psychological](https://s3.eu-west-2.amazonaws.com/nhsbn-static/Psychological%20Professions/2023/Psychological%20Professions%20Workforce%20Census%20Report%20-%202023.pdf) [Professions Workforce National Report 2023.](https://s3.eu-west-2.amazonaws.com/nhsbn-static/Psychological%20Professions/2023/Psychological%20Professions%20Workforce%20Census%20Report%20-%202023.pdf)

Following on from the successful 2023 report, the NHS England Workforce, Training and Education directorate commissioned the NHS Benchmarking Network to undertake a second annual census and analysis of the psychological professions’ workforce across England for 2024.

We are pleased to present the findings of the 2024 Psychological Professions Workforce National Report 2024.

Methods

Objectives

The objectives of the Psychological Professions Workforce Census included:

* To provide a comprehensive summary and reference point of the psychological professions workforce which can be used to measure the success of investment,
* training and workforce plans in the future, including those described in the NHS Long Term Workforce Plan[2](#References).
* To provide a series of outputs to support developments nationally, regionally and locally to retain, diversify and grow the workforce.

The census is a project within a programme managed and completed by the NHS Benchmarking Network. The Workforce Programme focuses on workforce profiling and analysis. To find out more about this project and others in the Workforce Programme please visit the [Workforce Programme website](https://www.wfbenchmarking.nhs.uk/psychological-professions).

Scope

Psychological professions staff working within NHS commissioned services in England, including:

* NHS mental health trusts (including combined trusts) \* – community and inpatient services
* NHS acute healthcare trusts
* NHS community healthcare trusts (new in scope for 2024 census)
* Independent and VCSE sectors
* Local authorities

Primary GP care was out of scope, although it is known that psychological professionals also make important contributions to these services. For completeness, high level workforce data from the 2024 NHS Talking Therapies Census have been added to this report, as this forms a significant portion of the overall psychological professions’ workforce.

\*Please note that when mental health trusts are referred to within this report, this also refers to combined trusts.

Data collection template

The census was co-produced by NHS England and NHS Benchmarking Network. Data was collected separately for psychological professions staff working in both adult, and children and young people’s services. Data collection included:

* Separate collections by service area (community mental health, inpatient mental health, community physical health, inpatient physical health)
* Details of services that include psychological professions
* Workforce data by salary/banding and time in post
* Workforce demographic data on gender, age, disability, and ethnic group
* HR metric data including vacancies, sickness absence, staff retention, joiners, and leavers.

Process

The 2024 Psychological Professions Workforce Census launched in March 2024 and was open for 8 weeks. Extensions were agreed to maximise participation in the census. A walkthrough event of the 2 data collection templates took place a week after launch to promote participation and provide guidance on how to complete the template, the project scope, understanding the built-in validation tools, and the project deadlines. Weekly drop-in sessions took place across the data collection period to provide further opportunities for participants to raise queries. Data was reviewed for completeness, consistency, and validity. The validation process took place across the data collection and analysis period.

Structure of the report

The first section of the report includes a workforce overview, and the second section includes individual role level metrics. The appendix contains service profiles, definitions of key terms, calculations used in the report, and roles within staff groups.

NHS Talking Therapies is included in some metrics within the report but not all due to the different nature of some of the questions asked as part of the NHS Talking Therapies Census. More information is provided in the appendix.

Participation

Table 1 shows participation by organisation type. 726 organisations were contacted about the census, with 82 of these confirming they were out of scope. **5 NHS mental health trusts did not participate in the census in 2024,** compared to 11 in 2023.Submissions were received from 168 separate organisations. Multiple organisations submitted for both adult and CYP services, with 140 submissions containing data relating to adult services and 123 submissions having data relating to CYP services. 6 submissions had headcount but no WTE (totaling 81 headcount).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Organisation type** | **Invited to participate** | **Participated 2023\*** | **Participated 2024** | **Out of scope** | **Adult submissions** | **CYP**  **submissions** | **Participation rate (%)** |
| NHS Mental Health Trusts | 52 | 43 | 47 | 0 | 46 | 44 | 90% |
| NHS Acute Trusts | 135 | 50 | 54 | 5 | 48 | 26 | 40% |
| NHS Community Trusts | 16 | N/A | 5 | 0 | 5 | 3 | 31% |
| VCSE organisations | 281 | 27 | 46 | 28 | 19 | 35 | 16% |
| Independent organisations | 90 | 9 | 6 | 6 | 22 | 5 | 7% |
| Local Authorities | 152 | 11 | 10 | 43 | 0 | 10 | 7% |
| **Total** | **726** | **140** | **168** | **82** | **140** | **123** | **-** |

**Table 1**

The census contains metrics from the NHS Talking Therapies Census. There were 167 service level submissions included in the NHS Talking Therapies Census (106 from NHS trusts, 18 from independent providers, 28 from voluntary providers, and 15 from social enterprise / CIC providers).

\* Please note that the participating organisations from the 2023 census column has been added in for context. All other columns relate to the 2024 census.

Workforce overview

Analysis presented includes trainees, with the exception of time in post which is specific to qualified staff.

Workforce by service area

There were 31,678 WTE staff reported as working within psychological professions across all settings and services, 19,917 WTE captured within the Psychological Professions Workforce Census, and 11,761 WTE from the NHS Talking Therapies Census.

Adult and children’s services (total)

The total WTE by service area chart shows that the largest group within the psychological professions workforce worked within adult services (12,533 WTE), which increased to 24,294 WTE when NHS Talking Therapies were included; 37% of psychological professional staff were working within NHS Talking Therapies services.

The workforce working within children’s services was nearly one third the size of the adult workforce (7,385 WTE).

The smallest service by volume of staff was the CYP community physical health service. This accounted for 43 WTE, less than 1% of the total WTE. The

largest was the NHS Talking Therapies service, accounting for 37% of the total WTE of psychological professions workforce.

Mental health and acute healthcare providers (HC)

There were 18,474 WTE staff working within mental health services (30,235 WTE inclusive of NHS Talking Therapies) with a small percentage of the workforce working within acute healthcare providers (1,443 WTE).

The number of staff working in physical health more broadly was likely to be larger, but primary care settings were not in scope of this census.

Community and inpatient mental health services

The majority of the workforce worked within adult community mental health services (9,563 WTE) which increased to 21,324 WTE when NHS Talking Therapies were included as part of community provision. This was consistent across children and young people, and adult services.

**Total WTE by service area**

37%, 11,761

30%, 9,563

22%, 6,825

6%, 1,839

1%, 248

1%, 347

2%, 784

0.1%, 43

1%, 269

Adult Community CYP Community Adult Inpatient CYP Inpatient Adult Community CYP Community Adult Inpatient

Mental Health Mental Health Mental Health Mental Health Physical Health Physical Health Physical Health

CYP Inpatient Physical Health

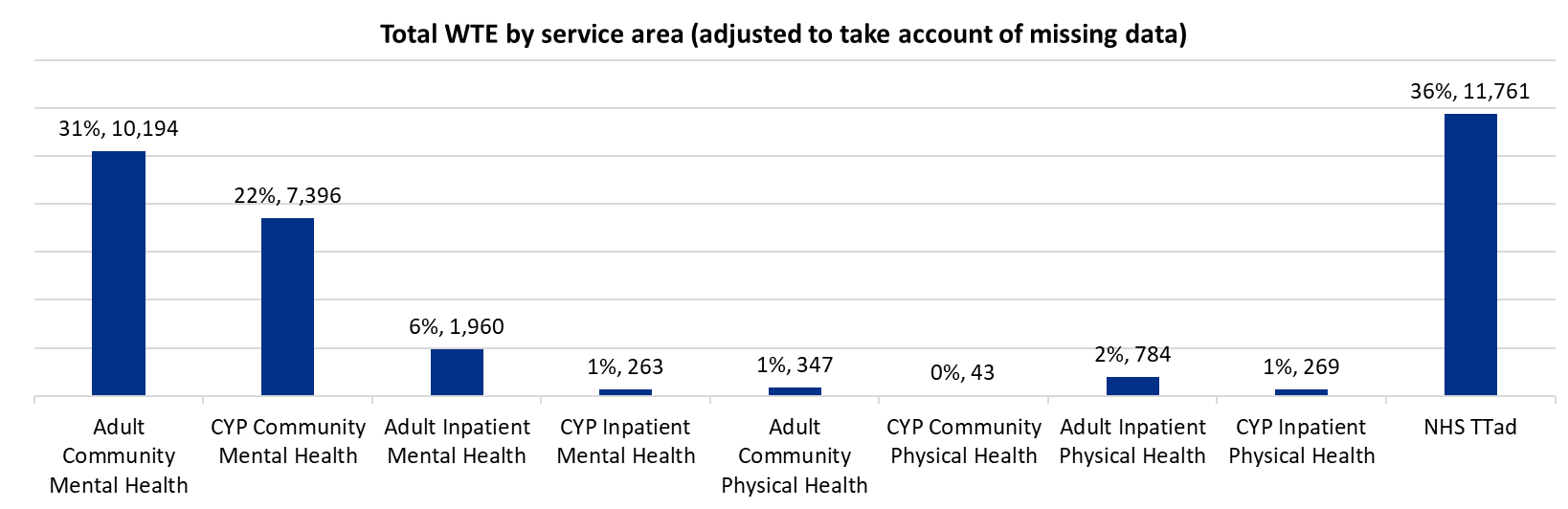
NHS TTad

Includes NHS Talking Therapies Census data.

### Workforce by service area – adjusted to take account of missing data

The total WTE by service area (adjusted to take account of missing data) chart shows the projected estimated workforce for adult and CYP services across community and inpatient service areas. An uplift of 7% has been applied to mental health service areas outside of NHS Talking Therapies, based on the estimated missing data for NHS mental health trusts when compared with the ESR (1,755 WTE from the 5 missing mental health trusts).

The **projected WTE was 32,798**, more in line with the 32,017 WTE reported in the ESR for March 2024, and shows a revised service split with NHS Talking Therapies adjusted down slightly from 37% to 36% of the workforce.



7,177

Includes NHS Talking Therapies Census data.

Workforce by staff role from the ESR

Table 2 shows the psychological professions workforce by staff role for all adult and CYP services across community and inpatient service areas from the ESR from March 2024. This ESR analysis does not capture the WTE of psychologists (other), psychological therapists (other), and other psychological professions staff.

Including these roles, the total WTE for psychological professions captured within the ESR in March 2024 was 32,017 WTE.

Clinical psychologists were the largest psychological professions staff role recorded on the ESR with 10,918 WTE at March 2024. The 2024 Psychological Professions Workforce Census reported 7,227 WTE. The discrepancy may reflect the suspected historical over-coding of other roles as clinical psychologists in the ESR.

There were 488 WTE cognitive behavioural therapists recorded on the ESR at March 2024, and 5,896 WTE were captured in the census. There are known issues around recording this role on the ESR as many will be recorded as high intensity therapists. Issues around recording adult psychotherapists on the ESR also impact what is recorded.

This ESR information has been provided as context for the report, which is based on the data submitted to the 2024 Psychological Professions Workforce Census, rather than the data sourced from the ESR. However, the ESR data was used within the staff role section to compare against the census submissions at role level.

|  |  |  |  |
| --- | --- | --- | --- |
| **WTE by job role from ESR** | **Qualified** | **Trainee** | **Total** |
| Clinical psychologists | 9,374 | 1,544 | 10,918 |
| Counselling psychologists | 221 | 44 | 265 |
| Forensic psychologists | 114 | N/A | 114 |
| Health psychologists | 74 | 20 | 94 |
| Clinical associate in psychology | 225 | 141 | 366 |
| Assistant psychologists | 4,187 | N/A | 4,187 |
| Cognitive behavioural therapists\* | 364 | 124 | 488 |
| Family and systemic psychotherapists | 230 | 13 | 243 |
| Counsellors | 1,375 | 5 | 1,380 |
| Child and adolescent psychotherapists | 254 | 49 | 303 |
| Adult psychotherapists\*\* | N/A | N/A | N/A |
| Art therapists | 454 | N/A | 454 |
| Dramatherapists | 42 | N/A | 42 |
| Music therapists | 58 | N/A | 58 |
| Adult psychotherapists | N/A | N/A | N/A |
| Medical psychotherapists | N/A | N/A | N/A |
| Psychological wellbeing practitioners | 2,515 | 1,113 | 3,628 |
| Education mental health practitioners | 932 | 286 | 1,218 |
| Children's wellbeing practitioners | 276 | 105 | 381 |
| Mental health and wellbeing practitioners | 272 | 82 | 354 |
| Youth intensive psychological practitioners | 14 | 2 | 16 |
| **Total WTE** | **20,981** | **3,528** | **24,509** |

**Table 2:**

\*Cognitive behavioural therapists WTE recorded on the ESR will be less than expected as most of this role will be recorded as high intensity therapists.

\*\*Adult psychotherapists are known to be not recorded accurately on the ESR.

##### Workforce timeseries

Table 3 summarises the key change between the workforce reported in the 2023 and 2024 Psychological Professions Workforce Censuses by service area. As community physical health was not included in scope for the 2023 project, this has been excluded from table 4.

The column listing the NHS mental health trusts that participated in both years are organisations that submitted a WTE for both years of the census (2023 and 2024).

The largest service areas by volume, NHS Talking Therapies and adult community mental health, increased by 3% and 15%, respectively.

The CYP inpatient mental health service area decreased by 14%, this equated to 14 WTE less in 2024 than in 2023.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Comparison with 2023** | **NHS MH**  **Trusts that participated in both years** | **2023 WTE** | **2024 WTE** | **WTE change** | **% change between years** |
| Adult Community Mental Health | 37 | 6,804 | 7,793 | 989 | +15% |
| Adult Inpatient Mental Health | 36 | 1,431 | 1,548 | 117 | +8% |
| Adult Acute (Inpatient Physical Health) | 8 | 115 | 104 | -11 | -10% |
| CYP Community Mental Health | 33 | 3,620 | 4,068 | 447 | +12% |
| CYP Inpatient Mental Health | 14 | 97 | 83 | -14 | -14% |
| CYP Acute (Inpatient Physical Health) | 4 | 45 | 59 | 14 | +31% |
| NHS Talking Therapies | 46 | 11,438 | 11,761 | 323 | + 3% |
| **Total** | **N/A** | **23,549** | **25,414** | **1,865** | **+ 8%** |

###### Table 3: Includes NHS Talking Therapies Census data. Please note table only includes data from NHS mental health trusts that took part in both years of the census.

Workforce by staff role

All staff roles in the psychological professions’ workforce taxonomy were identified by respondents.

The 3 largest occupations were clinical psychologists (7,227 WTE), cognitive behavioural therapists (5,896 WTE), and psychological wellbeing practitioners (5,621 WTE).

Assistant psychologists was also a sizeable occupation with over 2,000 WTE.

All of the other occupations were reported in smaller numbers, although some reporting errors are suspected given that the distinctions between some roles may not have been universally understood.

A graph of a workflow

AI-generated content may be incorrect.The workforce by staff role (WTE) chart shows the absolute WTE reported, plus the percentage that this represented of the total psychological professions’ workforce. Includes NHS Talking Therapies Census data.

Workforce by staff role comparison with 2023

* Table 4 show changes at role level between the 2023 and 2024 iterations of the census.
* Please note that table 4 shows the WTE captured in both iterations of the census, and the WTE change does not account for the participation variation from the 2023 and 2024 censuses.
* The 2024 WTE does not include the adult and CYP community physical health service areas, as these were not in scope in 2023 (for comparison purposes).

|  |  |  |  |
| --- | --- | --- | --- |
| **Total WTE by job role** | **2023** | **2024** | **change** |
| Clinical psychologists | 6,241 | 6,994 | +12% |
| Counselling psychologists | 324 | 368 | +14% |
| Forensic psychologists | 115 | 159 | +38% |
| Health psychologists | 15 | 44 | +193% |
| Psychologists (other) | N/A | 79 | N/A |
| Clinical associate in psychology | 414 | 407 | -2% |
| Assistant psychologists | 2,268 | 2,809 | +24% |
| Cognitive behavioural therapists | 5,225 | 5,879 | +13% |
| Counsellors | 1,515 | 1,781 | +18% |
| Child and adolescent psychotherapists | 476 | 459 | -4% |
| Adult psychotherapists | 588 | 699 | +19% |
| Family and systemic psychotherapists | 357 | 384 | +8% |
| Art therapists | 229 | 312 | +36% |
| Dramatherapists | 38 | 45 | +19% |
| Music therapists | 27 | 46 | +70% |
| Medical psychotherapists | 21 | 62 | +195% |
| Psychological therapists (other) | 1,254 | 1,786 | +42% |
| Psychological wellbeing practitioners | 5,373 | 5,614 | +4% |
| Education mental health practitioners | 856 | 1,290 | +51% |
| Children's wellbeing practitioners | 475 | 510 | +7% |
| Mental health and wellbeing practitioners | 518 | 1,134 | +119% |
| Youth intensive psychological practitioners | 33 | 45 | +37% |
| Other psychological professions staff | 223 | 385 | +73% |
| **Total WTE** | **26,585** | **31,289** | **+18%** |

**Table 4:** Includes NHS Talking Therapies Census data. Please note 2023 and 2024 comparison does not consider a change in the participation.

Workforce service area by region

Table 5 shows the regional breakdown of the psychological professions’ workforce by service area.

The region with the largest WTE was London (6,877 WTE), followed by the Midlands (5,071 WTE), North West (4,453 WTE), South East (4,633 WTE), North East and Yorkshire (4,282 WTE), East of England (3,254 WTE), and South West (2,832 WTE).

There were 277 WTE from organisations that provided a national coverage.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Service area by region** | **East of England** | | **London** | | **Midlands** | | **North East and Yorkshire** | | **North West** | | **South East** | | **South West** | | **National** | | **England** | |
| Adult community mental health | 916 | (28%) | 2,203 | (32%) | 1,670 | (33%) | 1,246 | (29%) | 1,495 | (34%) | 1,281 | (28%) | 712 | (25%) | 40 | (14%) | 9,563 | (30%) |
| CYP community mental health | 767 | (24%) | 1,825 | (27%) | 838 | (17%) | 802 | (19%) | 744 | (17%) | 1,094 | (24%) | 579 | (20%) | 177 | (64%) | 6,825 | (22%) |
| Adult inpatient mental health | 111 | (3%) | 349 | (5%) | 291 | (6%) | 228 | (5%) | 233 | (5%) | 226 | (5%) | 401 | (14%) | 0 | (0%) | 1,839 | (6%) |
| CYP inpatient mental health | 34 | (1%) | 77 | (1%) | 28 | (1%) | 57 | (1%) | 26 | (1%) | 17 | (0%) | 9 | (0%) | 0 | (0%) | 248 | (1%) |
| Adult community physical health | 26 | (1%) | 57 | (1%) | 87 | (2%) | 17 | (0%) | 73 | (2%) | 38 | (1%) | 48 | (2%) | 0 | (0%) | 347 | (1%) |
| CYP community physical health | 3 | (0%) | 1 | (0%) | 0 | (0%) | 36 | (1%) | 0 | (0%) | 3 | (0%) | 0 | (0%) | 0 | (0%) | 43 | (0%) |
| Adult inpatient physical health | 45 | (1%) | 281 | (4%) | 87 | (2%) | 173 | (4%) | 65 | (1%) | 107 | (2%) | 24 | (1%) | 0 | (0%) | 784 | (2%) |
| CYP inpatient physical health | 38 | (1%) | 66 | (1%) | 41 | (1%) | 6 | (0%) | 81 | (2%) | 36 | (1%) | 0 | (0%) | 0 | (0%) | 269 | (1%) |
| NHS Talking Therapies | 1,313 | (40%) | 2,018 | (29%) | 2,028 | (40%) | 1,716 | (40%) | 1,737 | (39%) | 1,830 | (40%) | 1,059 | (37%) | 61 | (22%) | 11,761 | (37%) |
| **Total WTE** (excl. NHS Talking Therapies | **1,941** | | **4,860** | | **3,043** | | **2,567** | | **2,716** | | **2,802** | | **1,773** | | **216** | | **19,917** | |
| **Total WTE** (incl. NHS Talking Therapies) | **3,254** | **(100%)** | **6,877** | **(100%)** | **5,071** | **(100%)** | **4,282** | **(100%)** | **4,453** | **(100%)** | **4,633** | **(100%)** | **2,832** | **(100%)** | **277** | **(100%)** | **31,678** | **(100%)** |

**Table 5*:*** **Workforce by region per 100,000 population**

The WTE by region per 100,000 registered population chart shows the benchmarked position of the psychological professions’ workforce in England per 100,000 resident population.

This is presented for each of the NHS England regions for both adult and CYP services. The population used is from the 2021 England national census[14](#References).

NHS Talking Therapies services were included in the adult services.

There were striking differences in provision across different regions. The region with the highest WTE per population was London (78 WTE), and the region with the lowest was the Midlands (47 WTE). The England average was 56 WTE.

##### Staff group by region

Table 6 shows the workforce profile by staff group by region (including NHS Talking Therapies services) for combined adult and children’s services.

Across regions, the distribution of the workforce across the 3 main categories showed some significant variation, with psychologists (excluding associates and assistants) comprising 20-29% of the psychological professions’ workforce, psychological therapists 33-37%, and psychological practitioners 23-32%. Assistant psychologists comprised between 7% and 11% of the workforce across regions.

The South West region reported the largest percentage of clinical associates (143 WTE; 5%), and the East of England the second largest percentage (88 WTE; 3%).

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Service area by region** | **East of England** | | **London** | | **Midlands** | | **North East and Yorkshire** | | **North West** | | **South East** | | **South West** | | **National** | | **England** | |
| Psychologists | 775 | (24%) | 1,993 | (29%) | 1,304 | (26%) | 1,008 | (24%) | 1,088 | (24%) | 1,154 | (25%) | 558 | (20%) | 17 | (6%) | 7,896 | (25%) |
| Clinical associate in psychology | 88 | (3%) | 66 | (1%) | 70 | (1%) | 19 | (0%) | 9 | (0%) | 15 | (0%) | 143 | (5%) | 0 | (0%) | 409 | (1%) |
| Assistant psychologists | 320 | (10%) | 605 | (9%) | 542 | (11%) | 388 | (9%) | 402 | (9%) | 419 | (9%) | 202 | (7%) | 2 | (1%) | 2,880 | (9%) |
| Psychological therapists | 1,186 | (36%) | 2,512 | (37%) | 1,832 | (36%) | 1,498 | (35%) | 1,749 | (39%) | 1,537 | (33%) | 1,060 | (37%) | 127 | (46%) | 11,500 | (36%) |
| Psychological practitioners | 877 | (27%) | 1,605 | (23%) | 1,187 | (23%) | 1,320 | (31%) | 1,170 | (26%) | 1,459 | (32%) | 853 | (30%) | 131 | (47%) | 8,602 | (27%) |
| Other | 9 | (0%) | 97 | (1%) | 136 | (3%) | 50 | (1%) | 35 | (1%) | 47 | (1%) | 16 | (1%) | 0 | (0%) | 390 | (1%) |
| **Total WTE** | **3,254** | **(100%)** | **6,877** | **(100%)** | **5,071** | **(100%)** | **4,282** | **(100%)** | **4,453** | **(100%)** | **4,633** | **(100%)** | **2,832** | **(100%)** | **277** | **(100%)** | **31,678** | **(100%)** |

###### Table 6

##### Service area by organisation type

Table 7 shows how the workforce profile varied by organisation type, including NHS Talking Therapies Census data.

The largest workforce in NHS acute trusts was the adult inpatient physical health workforce (670 WTE; 35%).

In NHS mental health trusts, the adult and CYP community mental health workforce were the largest groups, accounting for 37% and 20% of the workforce, respectively.

VCSE and local authority organisations primarily reported children and young people's community mental health workforce, at 27% and 100%, respectively.

For NHS Talking Therapies specifically, the largest workforce was within NHS trusts (9,071 WTE) followed by 1,375 WTE in the independent sector and 1,314 WTE in the VCSE sector.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Service area by organisation type** | **Mental Health NHS Trust** | | **Acute NHS Trust** | | **Community Trust** | | **Independent Sector** | | **Local Authority** | | **VCSE** | | **Trust** | |
| Adult community mental health | 9,061 | (37%) | 50 | (3%) | 28 | (4%) | 124 | (7%) | 0 | (0%) | 299 | (13%) | 9,563 | (30%) |
| CYP community mental health | 5,061 | (20%) | 613 | (32%) | 225 | (28%) | 154 | (9%) | 135 | (100%) | 637 | (27%) | 6,825 | (22%) |
| Adult inpatient mental health | 1,739 | (7%) | 16 | (1%) | 0 | (0%) | 17 | (1%) | 0 | (0%) | 66 | (3%) | 1,839 | (6%) |
| CYP inpatient mental health | 219 | (1%) | 12 | (1%) | 0 | (0%) | 13 | (1%) | 0 | (0%) | 3 | (0%) | 248 | (1%) |
| Adult community physical health | 243 | (1%) | 72 | (4%) | 32 | (4%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 347 | (1%) |
| CYP community physical health | 5 | (0%) | 35 | (2%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 3 | (0%) | 43 | (0%) |
| Adult inpatient physical health | 114 | (0%) | 670 | (35%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 784 | (2%) |
| CYP inpatient physical health | 59 | (0%) | 210 | (11%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 269 | (1%) |
| NHS Talking Therapies | 8,322 | (34%) | 242 | (13%) | 507 | (64%) | 1,375 | (82%) | 0 | (0%) | 1,314 | (57%) | 11,761 | (37%) |
| **Total WTE** | **24,824** | **(100%)** | **1,921** | **(100%)** | **791** | **(100%)** | **1,684** | **(100%)** | **135** | **(100%)** | **2,323** | **(100%)** | **31,678** | **(100%)** |

###### Table 7

##### Staff group by organisation type

Table 8 shows that nationally (including NHS Talking Therapies Census data), psychological therapists were reported as 36% of the total psychological professions’ workforce.

Staff group profiles varied by organisation type.

Psychological therapists represented the largest staff group in NHS mental health trusts (35%) and in the independent sector (52%) and VCSE organisations (49%).

Psychological practitioners represented the largest staff group within community NHS trusts (41%), local authorities (62%), and VCSE organisations (40%).

Psychologists represented the largest staff group in acute NHS trusts at 49%.

All organisation types had a range of psychological professions working within their organisations.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff group by organisation type** | **Mental Health NHS Trust** | | **Acute NHS Trust** | | **Community NHS Trust** | | **Independent Sector** | | **Local Authority** | | **VCSE** | | **Total** | |
| Psychologists | 6,661 | (27%) | 941 | (49%) | 173 | (22%) | 37 | (2%) | 5 | (4%) | 79 | (3%) | 7,896 | (25%) |
| Clinical associate in psychology | 392 | (2%) | 10 | (1%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 7 | (0%) | 409 | (1%) |
| Assistant psychologists | 2,471 | (10%) | 221 | (11%) | 30 | (4%) | 49 | (3%) | 1 | (0%) | 108 | (5%) | 2,880 | (9%) |
| Psychological therapists | 8,757 | (35%) | 450 | (23%) | 261 | (33%) | 875 | (52%) | 11 | (8%) | 1,146 | (49%) | 11,500 | (36%) |
| Psychological practitioners | 6,261 | (25%) | 285 | (15%) | 323 | (41%) | 722 | (43%) | 84 | (62%) | 927 | (40%) | 8,602 | (27%) |
| Other | 282 | (1%) | 15 | (1%) | 4 | (0%) | 0 | (0%) | 35 | (26%) | 54 | (2%) | 390 | (1%) |
| **Total WTE** | **24,824** | **(100%)** | **1,921** | **(100%)** | **791** | **(100%)** | **1,684** | **(100%)** | **135** | **(100%)** | **2,323** | **(100%)** | **31,678** | **(100%)** |

###### Table 8

Staff group by service area

Table 9 shows that in most service areas outside of NHS Talking Therapies, the largest staff group reported were psychologists (37%). For CYP community mental health, the largest staff group was psychological practitioners (34%), and for NHS Talking Therapies it was psychological therapists (55%).

In the service areas where psychologists were the largest staff group, this proportion varied from 38% in CYP inpatient mental health to 74% in adult inpatient physical health. NHS Talking Therapies had a different profile with 95% of the workforce being either psychological therapists or psychological practitioners.

Includes NHS Talking Therapies Census data.

###### Table 9

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff group by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **Total**  (excl. NHS TTad) | | **NHS Talking Therapies** | |
| Psychologists | 3,825 | (40%) | 1,605 | (24%) | 923 | (50%) | 93 | (38%) | 226 | (65%) | 28 | (64%) | 581 | (74%) | 190 | (71%) | 7,471 | (38%) | 425 | (4%) |
| Clinical associate in psychology | 239 | (2%) | 86 | (1%) | 77 | (4%) | 3 | (1%) | 3 | (1%) | 0 | (0%) | 1 | (0%) | 1 | (0%) | 409 | (2%) | N/A | … |
| Assistant psychologists | 1,365 | (14%) | 649 | (10%) | 485 | (26%) | 55 | (22%) | 65 | (19%) | 6 | (14%) | 100 | (13%) | 34 | (13%) | 2,760 | (14%) | 120 | (1%) |
| Psychological therapists | 2,503 | (26%) | 1,973 | (29%) | 285 | (15%) | 84 | (34%) | 40 | (12%) | 7 | (17%) | 90 | (12%) | 29 | (11%) | 5,012 | (25%) | 6,488 | (55%) |
| Psychological practitioners | 1,476 | (15%) | 2,296 | (34%) | 65 | (4%) | 12 | (5%) | 10 | (3%) | 0 | (0%) | 2 | (0%) | 15 | (5%) | 3,875 | (20%) | 4,728 | (40%) |
| Other | 155 | (2%) | 215 | (3%) | 4 | (0%) | 1 | (0%) | 3 | (1%) | 2 | (5%) | 10 | (1%) | 0 | (0%) | 390 | (2%) | N/A | … |
| **Total WTE** | **9,563** | **(100%)** | **6,825** | **(100%)** | **1,839** | **(100%)** | **248** | **(100%)** | **347** | **(100%)** | **43** | **(100%)** | **784** | **(100%)** | **269** | **(100%)** | **19,917** | **(100%)** | **11,761** | **(100%)** |

Psychologists salary profile by service area

Table 10 shows the most common single salary band was 8a (26%-42% of staff), followed by staff in band 7 (9% to 23%). Within NHS Talking Therapies a significantly higher proportion of psychologists were paid band 7 (60%).

Includes NHS Talking Therapies Census data. Please note not all submissions submitted salary banding data.

###### Table 10

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Psychologists salary profile by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | **Total** | | |
| Unpaid/Volunteer to Band 5 | 35 | (1%) | 39 | (3%) | 7 | (1%) | 0 | (0%) | 0 | (0%) | 0 | (1%) | 48 | (9%) | 6 | (3%) | 7 | (2%) | 142 | (2%) |
| Band 6 | 592 | (20%) | 133 | (10%) | 70 | (10%) | 19 | (23%) | 20 | (11%) | 7 | (24%) | 35 | (6%) | 13 | (7%) | 62 | (15%) | 951 | (15%) |
| Band 7 | 437 | (15%) | 280 | (21%) | 107 | (15%) | 10 | (12%) | 16 | (9%) | 4 | (16%) | 78 | (14%) | 44 | (23%) | 253 | (60%) | 1,229 | (19%) |
| Band 8a | 858 | (29%) | 438 | (33%) | 221 | (31%) | 21 | (26%) | 74 | (41%) | 8 | (30%) | 185 | (33%) | 80 | (42%) | 72 | (17%) | 1,958 | (30%) |
| Band 8b | 574 | (20%) | 258 | (19%) | 148 | (21%) | 13 | (16%) | 35 | (20%) | 2 | (8%) | 120 | (21%) | 30 | (16%) | 14 | (3%) | 1,194 | (19%) |
| Band 8c | 349 | (12%) | 150 | (11%) | 132 | (19%) | 17 | (21%) | 23 | (13%) | 4 | (14%) | 72 | (13%) | 14 | (7%) | 11 | (3%) | 773 | (12%) |
| Band 8d | 73 | (2%) | 24 | (2%) | 25 | (4%) | 2 | (2%) | 9 | (5%) | 1 | (4%) | 20 | (4%) | 2 | (1%) | 2 | (1%) | 159 | (2%) |
| Band 9+ | 13 | (0%) | 2 | (0%) | 1 | (0%) | 0 | (0%) | 1 | (1%) | 1 | (3%) | 2 | (0%) | 0 | (0%) | 0 | (0%) | 20 | (0%) |
| **Total WTE** | **2,932** | **(100%)** | **1,324** | **(100%)** | **712** | **(100%)** | **82** | **(100%)** | **179** | **(100%)** | **27** | **(100%)** | **560** | **(100%)** | **190** | **(100%)** | **422** | **(100%)** | **6,426** | **(100%)** |

Psychological Therapists salary profile by service area

Table 11 shows that psychological therapists were typically paid between bands 6 and 8a. Senior posts at band 8a or above appeared to be significantly more common in some services than others.

CYP community mental health for example reported 412 WTE at band 8a and above, whereas NHS Talking Therapies reported just 184 WTE.

However, if NHS Talking Therapies high intensity supervisors were included (see NHS Talking Therapies Census), the NHS Talking Therapies figure would increase to 449 WTE, 7% of the NHS Talking Therapies psychological therapist workforce.

Includes NHS Talking Therapies Census data. Please note not all submissions submitted salary banding data. **Table 11**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Psychological Therapists salary profile by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | **Total** | |
| Unpaid/Volunteer to Band 4 | 42 | (2%) | 151 | (9%) | 10 | (5%) | 5 | (7%) | 1 | (3%) | 0 | (0%) | 7 | (8%) | 0 | (0%) | 37 | (1%) | 254 | (2%) |
| Band 5 | 115 | (6%) | 133 | (8%) | 7 | (3%) | 0 | (0%) | 2 | (6%) | 3 | (41%) | 3 | (4%) | 0 | (0%) | 273 | (4%) | 536 | (5%) |
| Band 6 | 581 | (29%) | 439 | (27%) | 42 | (18%) | 21 | (26%) | 12 | (31%) | 0 | (0%) | 33 | (38%) | 8 | (28%) | 1,836 | (29%) | 2,972 | (28%) |
| Band 7 | 852 | (43%) | 520 | (31%) | 108 | (47%) | 19 | (23%) | 14 | (35%) | 3 | (41%) | 29 | (34%) | 8 | (28%) | 4,007 | (63%) | 5,559 | (53%) |
| Band 8a | 278 | (14%) | 280 | (17%) | 48 | (21%) | 22 | (27%) | 7 | (17%) | 1 | (8%) | 11 | (13%) | 8 | (27%) | 159 | (3%) | 813 | (8%) |
| Band 8b | 59 | (3%) | 80 | (5%) | 12 | (5%) | 6 | (8%) | 3 | (7%) | 1 | (11%) | 3 | (3%) | 4 | (15%) | 17 | (0%) | 184 | (2%) |
| Band 8c | 14 | (1%) | 25 | (2%) | 1 | (0%) | 3 | (4%) | 1 | (1%) | 0 | (0%) | 0 | (0%) | 1 | (2%) | 4 | (0%) | 48 | (0%) |
| Band 8d to Medical Salary Scale | 34 | (2%) | 27 | (2%) | 2 | (1%) | 4 | (5%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 4 | (0%) | 71 | (1%) |
| **Total WTE** | **1,975** | **(100%)** | **1,655** | **(100%)** | **229** | **(100%)** | **80** | **(100%)** | **39** | **(100%)** | **7** | **(100%)** | **85** | **(100%)** | **29** | **(100%)** | **6,337** | **(100%)** | **10,437** | **(100%)** |

Psychological Practitioners salary profile by service area

As depicted in table 12, the salary profiles reported for psychological practitioners did not vary much across service areas, despite some very small workforces in some service areas.

In most service areas, a significant proportion of roles were reported as above typical qualified base salary (band 5), with the possibility that some roles had been mistakenly identified as psychological practitioners.

Within the 2 largest service areas for psychological practitioners, senior qualified roles (band 6 and above) represented 12% (NHS Talking Therapies) and 34% (adult community mental health) of the total trainee and qualified psychological practitioners reported.

No staff were reported at band 8c or higher.

Includes NHS Talking Therapies Census data. Please note not all submissions submitted salary banding data.

###### Table 12

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Psychological Practitioners salary profile by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | **Total** | |
| Unpaid/ Volunteer | 4 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | … | 0 | (0%) | 1 | (7%) | 12 | (0%) | 17 | (0%) |
| Bands 1-3 | 12 | (1%) | 28 | (1%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | … | 0 | (0%) | 1 | (7%) | 82 | (2%) | 123 | (2%) |
| Band 4 | 319 | (25%) | 551 | (28%) | 8 | (13%) | 8 | (89%) | 0 | (0%) | 0 | … | 0 | (0%) | 1 | (7%) | 1,331 | (29%) | 2,218 | (28%) |
| Band 5 | 508 | (40%) | 967 | (49%) | 20 | (32%) | 1 | (11%) | 4 | (41%) | 0 | … | 1 | (67%) | 2 | (12%) | 2,639 | (57%) | 4,142 | (52%) |
| Band 6 | 402 | (32%) | 345 | (18%) | 34 | (54%) | 0 | (0%) | 4 | (40%) | 0 | … | 0 | (0%) | 2 | (13%) | 508 | (11%) | 1,295 | (16%) |
| Band 7 | 11 | (1%) | 54 | (3%) | 1 | (2%) | 0 | (0%) | 2 | (20%) | 0 | … | 1 | (33%) | 8 | (54%) | 65 | (1%) | 141 | (2%) |
| Band 8a | 11 | (1%) | 12 | (1%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | … | 0 | (0%) | 0 | (0%) | 7 | (0%) | 30 | (0%) |
| Band 8b | 1 | (0%) | 2 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | … | 0 | (0%) | 0 | (0%) | 0 | (0%) | 3 | (0%) |
| **Total WTE** | **1,268** | **(100%)** | **1,959** | **(100%)** | **63** | **(100%)** | **9** | **(100%)** | **10** | **(100%)** | **0** | **(100%)** | **2** | **(100%)** | **15** | **(100%)** | **4,644** | **(100%)** | **7,969** | **(100%)** |

Ethnicity summary

Ethnicity data was collected by service area (including NHS Talking Therapies Census data) rather than by individual occupations.

The ethnicity profile summary chart shows that across all reported psychological professions staff combined, Asian or Asian British WTE staff (7%) were under-represented compared to the England working age population[14](#References) (10%). Black or black British WTE staff (5%) were the same compared to the population, as were mixed ethnicity WTE staff (3% of staff and of population) and other ethnicities (2% of staff and of population).

**Ethnicity profile summary**

All Psychological Professions

Asian or Asian British, 7% Black or black British, 5%

Mixed, 3%

Not known, 5%

Not stated, 3%

Other, 2%

White or white British, 74%

Asian or Asian British, 14%

Black or black British, 8%

NHS staff (March 2024)

Mixed, 2%

Not known, 1%

Not stated, 3%

Other, 4%

White or white British, 67%

England Working Age Population

Asian or Asian British, 10% Black or black British, 5%

Mixed, 3%

Not known, 0%

Not stated, 0%

Other, 2%

White or white British, 80%

##### Ethnicity by service area

As shown in table 13, there was significant variation across service areas.

In some service areas, there was a significant under-representation of Asian or Asian British staff, for example, making up 6% of psychological professionals in adult community mental health and 5% in CYP community mental health, compared to 10% of the England working age population.

Includes NHS Talking Therapies Census data. Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | |
| Asian or Asian British | 495 | (6%) | 274 | (5%) | 91 | (7%) | 14 | (6%) | 12 | (3%) | 5 | (10%) | 53 | (5%) | 17 | (5%) | 1,520 | (9%) |
| Black or black British | 429 | (5%) | 268 | (4%) | 43 | (3%) | 14 | (6%) | 9 | (2%) | 1 | (2%) | 17 | (2%) | 11 | (3%) | 865 | (5%) |
| Mixed | 295 | (4%) | 230 | (4%) | 37 | (3%) | 11 | (5%) | 9 | (2%) | 0 | (0%) | 22 | (2%) | 15 | (4%) | 526 | (3%) |
| Not known | 455 | (5%) | 353 | (6%) | 20 | (2%) | 5 | (2%) | 1 | (0%) | 0 | (0%) | 194 | (20%) | 18 | (5%) | 546 | (3%) |
| Not stated | 215 | (3%) | 188 | (3%) | 34 | (3%) | 4 | (2%) | 8 | (2%) | 0 | (0%) | 40 | (4%) | 23 | (6%) | 640 | (4%) |
| Other | 156 | (2%) | 109 | (2%) | 18 | (1%) | 7 | (3%) | 10 | (3%) | 1 | (2%) | 5 | (1%) | 7 | (2%) | 337 | (2%) |
| White or white British | 6,350 | (76%) | 4,638 | (77%) | 1,008 | (81%) | 188 | (77%) | 339 | (87%) | 45 | (87%) | 646 | (66%) | 284 | (76%) | 11,833 | (73%) |
| **Total headcount** | **8,395** | **(100%)** | **6,060** | **(100%)** | **1,251** | **(100%)** | **243** | **(100%)** | **388** | **(100%)** | **52** | **(100%)** | **977** | **(100%)** | **375** | **(100%)** | **16,267** | **(100%)** |

###### Table 13

##### Ethnicity by staff group

Table 14 shows the ethnicity by staff group (excluding NHS Talking Therapies, which did not collect demographic data by staff group).

More than three quarters (76%) of staff were reported as white or white British.

Assistant psychologists had the lowest proportion of white and white British staff (71%) and the highest proportion of Asian or Asian British staff (11%).

Does not include NHS Talking Therapies Census data.

Note: The headcount included in each of the demographic analyses vary slightly due to

the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity by staff group** | **Psychologists** | | **Clinical associate in psychology** | | **Assistant psychologists** | | **Psychological therapists** | | **Psychological practitioners** | | **Other** | | **All psychological professions (excl. NHS TTad)** | |
| Asian or Asian British | 332 | (5%) | 22 | (7%) | 250 | (11%) | 166 | (4%) | 175 | (5%) | 16 | (4%) | 961 | (5%) |
| Black or black British | 154 | (2%) | 15 | (5%) | 90 | (4%) | 320 | (7%) | 195 | (6%) | 18 | (4%) | 792 | (4%) |
| Mixed | 201 | (3%) | 14 | (5%) | 100 | (4%) | 160 | (4%) | 127 | (4%) | 17 | (4%) | 619 | (3%) |
| Not known | 422 | (6%) | 6 | (2%) | 92 | (4%) | 308 | (7%) | 199 | (6%) | 19 | (4%) | 1,046 | (6%) |
| Not stated | 237 | (3%) | 3 | (1%) | 66 | (3%) | 107 | (2%) | 78 | (2%) | 21 | (5%) | 512 | (3%) |
| Other | 103 | (1%) | 6 | (2%) | 58 | (3%) | 86 | (2%) | 57 | (2%) | 3 | (1%) | 313 | (2%) |
| White or white British | 5,577 | (79%) | 245 | (79%) | 1,596 | (71%) | 3,304 | (74%) | 2,413 | (74%) | 363 | (79%) | 13,498 | (76%) |
| **Total headcount** | **7,026** | **(100%)** | **311** | **(100%)** | **2,252** | **(100%)** | **4,451** | **(100%)** | **3,244** | **(100%)** | **457** | **(100%)** | **17,741** | **(100%)** |

###### Table 14

##### Gender summary

The gender profile summary chart shows that the psychological professions’ workforce gender (including NHS Talking Therapies Census data) was reported as 81% female and 17% male. Of all NHS staff, 76% were reported as female, and around a quarter (24%) as male. In 2023, the Psychological Professions Workforce Census reported that 82% of staff were female, with 17% male.

The 2021 Population census in England reported that around 262,000 people (0.5%) said their gender identity and sex registered at birth were different. In

comparison, the Psychological Professions Workforce Census 2024 reported other gender identity at 0.05%, while the 2023 iteration indicated 0.02%.

The ESR provided the NHS Staff gender categories from March 2024. The ESR does not collect other gender identity, so this is not reported for all NHS staff[13](#References).

**Gender profile summary**

Male, 17%

Female, 81%

All Psychological Professions

Other gender identity, 0%

Not known, 2%

Male, 24%

Female, 76%

NHS staff (March 2024)

##### Gender by service area

As depicted in table 15, the psychological professions workforce gender (including NHS Talking Therapies Census data) was reported as at least 76% female in every service area.

The lowest proportion of male staff was in CYP community and inpatient physical health settings (5% and 10%, respectively), and the highest proportion in adult community mental health settings (20%).

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gender by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | |
| Male | 1,682 | (20%) | 702 | (12%) | 244 | (20%) | 41 | (17%) | 69 | (18%) | 3 | (5%) | 149 | (15%) | 39 | (10%) | 2,939 | (18%) |
| Female | 6,420 | (76%) | 5,279 | (88%) | 1,000 | (80%) | 200 | (82%) | 319 | (82%) | 52 | (95%) | 767 | (78%) | 334 | (89%) | 13,039 | (80%) |
| Other gender identity | 0 | (0%) | 4 | (0%) | 1 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 13 | (0%) |
| Not known | 291 | (3%) | 42 | (1%) | 6 | (0%) | 2 | (1%) | 0 | (0%) | 0 | (0%) | 72 | (7%) | 3 | (1%) | 252 | (2%) |
| **Total headcount** | **8,393** | **(100%)** | **6,027** | **(100%)** | **1,251** | **(100%)** | **243** | **(100%)** | **388** | **(100%)** | **55** | **(100%)** | **988** | **(100%)** | **376** | **(100%)** | **16,243** | **(100%)** |

###### Table 15

##### Gender by staff group

Table 16 shows the gender by staff group (excluding NHS Talking Therapies, which did not collect demographic data by staff group).

Female staff accounted for 81% of all psychological professionals.

The psychological practitioners’ workforce had the highest proportion of female staff (86%), with psychologists at 80% and psychological therapists at 78%.

Does not include NHS Talking Therapies Census data.

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gender by staff group** | **Psychologists** | | **Clinical associate in psychology** | | **Assistant psychologists** | | **Psychological therapists** | | **Psychological practitioners** | | **Other** | | **All psychological professions (excl. NHS TTad)** | | |
| **Male** | 1,182 | (17%) | 49 | (16%) | 315 | (14%) | 909 | (20%) | 409 | (13%) | 65 | (15%) | 2,929 | (17%) |
| **Female** | 5,641 | (80%) | 260 | (84%) | 1,882 | (84%) | 3,447 | (78%) | 2,776 | (86%) | 365 | (82%) | 14,371 | (81%) |
| **Other gender identity** | 1 | (0%) | 0 | (0%) | 1 | (0%) | 1 | (0%) | 2 | (0%) | 0 | (0%) | 5 | (0%) |
| **Not stated/not known** | 222 | (3%) | 2 | (1%) | 55 | (2%) | 87 | (2%) | 36 | (1%) | 14 | (3%) | 416 | (2%) |
| **Total headcount** | **7,046** | **(100%)** | **311** | **(100%)** | **2,253** | **(100%)** | **4,444** | **(100%)** | **3,223** | **(100%)** | **444** | **(100%)** | **17,721** | **(100%)** |

###### Table 16

##### Age summary

The age profile summary chart shows that across the psychological professions’ workforce, 55% of staff were reported as under 40 years old. Only 5% of the workforce were over 60 years old. Compared to the England working age population profile[14](#References), the psychological professions workforce had fewer staff in both the younger and older age groups.

Includes NHS Talking Therapies Census data. \* Under 20 = 16-19, 65+ = 65-69. Note: The headcount included in each of the demographic analyses

vary slightly due to the different completion rates for each metric

##### Age by service area

Table 17 shows that there was a high level of consistency in the age profile across service pathways, including NHS Talking Therapies. However, CYP inpatient mental health had a slightly higher proportion of staff under 40 years old (61%), and a higher proportion of staff (7%) in the adult community physical health service were over the age of 60.

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age split by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | |
| Under 20 | 0 | (0%) | 0 | (0%) | 0 | (0%) | 2 | (1%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 14 | (0%) |
| 20 - 29 | 2,161 | (26%) | 1,548 | (26%) | 334 | (27%) | 70 | (29%) | 69 | (18%) | 9 | (16%) | 123 | (13%) | 68 | (18%) | 3,945 | (24%) |
| 30 - 39 | 2,494 | (30%) | 1,801 | (30%) | 345 | (28%) | 76 | (31%) | 117 | (30%) | 13 | (24%) | 260 | (27%) | 151 | (40%) | 4,894 | (30%) |
| 40 - 49 | 1,673 | (20%) | 1,383 | (23%) | 317 | (25%) | 46 | (19%) | 96 | (25%) | 22 | (40%) | 261 | (27%) | 98 | (26%) | 3,155 | (20%) |
| 50 - 59 | 1,282 | (15%) | 849 | (14%) | 187 | (15%) | 36 | (15%) | 78 | (20%) | 10 | (18%) | 136 | (14%) | 45 | (12%) | 2,540 | (16%) |
| 60 - 64 | 303 | (4%) | 185 | (3%) | 43 | (3%) | 7 | (3%) | 21 | (5%) | 1 | (2%) | 43 | (4%) | 6 | (2%) | 759 | (5%) |
| 65+ | 108 | (1%) | 55 | (1%) | 11 | (1%) | 4 | (2%) | 6 | (2%) | 0 | (0%) | 23 | (2%) | 3 | (1%) | 253 | (2%) |
| Not known | 361 | (4%) | 204 | (3%) | 14 | (1%) | 2 | (1%) | 1 | (0%) | 0 | (0%) | 131 | (13%) | 5 | (1%) | 588 | (4%) |
| **Total headcount** | **8,382** | **(100%)** | **6,025** | **(100%)** | **1,251** | **(100%)** | **243** | **(100%)** | **388** | **(100%)** | **55** | **(100%)** | **977** | **(100%)** | **376** | **(100%)** | **16,148** | **(100%)** |

###### Table 17

##### Age by staff group

Table 18 shows the age by staff group (excluding NHS Talking Therapies, which did not collect demographic data by staff group).

Of all psychological professions staff, 77% were reported as under 50 years old. The staff group with the highest percentage of staff under 30 years old were assistant psychologists (75%).

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age split by staff group** | **Psychologists** | | **Clinical associate in psychology** | | **Assistant psychologists** | | **Psychological therapists** | | **Psychological practitioners** | | **Other** | | **All psychological professions (excl. NHS TTad)** | | |
| Under 20 | 2 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 0 | (0%) | 2 | (0%) |
| 20 - 29 | 674 | (10%) | 164 | (53%) | 1,679 | (75%) | 403 | (9%) | 1,383 | (43%) | 79 | (18%) | 4,382 | (25%) |
| 30 - 39 | 2,618 | (37%) | 98 | (32%) | 370 | (16%) | 1,134 | (26%) | 918 | (29%) | 119 | (27%) | 5,257 | (30%) |
| 40 - 49 | 2,093 | (30%) | 31 | (10%) | 82 | (4%) | 1,086 | (24%) | 506 | (16%) | 98 | (22%) | 3,896 | (22%) |
| 50 - 59 | 1,102 | (16%) | 15 | (5%) | 36 | (2%) | 1,111 | (25%) | 269 | (8%) | 90 | (20%) | 2,623 | (15%) |
| 60 - 64 | 200 | (3%) | 0 | (0%) | 6 | (0%) | 358 | (8%) | 27 | (1%) | 18 | (4%) | 609 | (3%) |
| 65+ | 57 | (1%) | 0 | (0%) | 2 | (0%) | 136 | (3%) | 8 | (0%) | 7 | (2%) | 210 | (1%) |
| Not stated/not known | 292 | (4%) | 3 | (1%) | 75 | (3%) | 214 | (5%) | 103 | (3%) | 31 | (7%) | 718 | (4%) |
| **Total headcount** | **7,038** | **(100%)** | **311** | **(100%)** | **2,250** | **(100%)** | **4,442** | **(100%)** | **3,214** | **(100%)** | **442** | **(100%)** | **17,697** | **(100%)** |

###### Table 18

##### Disability status summary

The disability profile summary chart shows that across the psychological professions’ workforce, 10% of staff reported having a disability, a 1% increase from 2023. Data was missing from 14% of the staff.

The Office for National Statistics (ONS) labour force survey reported that there were 10.21 million working-age people (16-64) in the UK who reported having a disability which equates to 24%[15](#References).

Includes NHS Talking Therapies Census data.

**Disability profile summary**

Staff who have a disability, 10%

All Psychological Professions

Staff who do not have a disability, 75%

Not known, 14%

##### Disability status by service area

As shown in table 19, the highest percentage of staff with a disability by service area was in adult community physical health (14%), followed by NHS Talking Therapies (11%) and adult inpatient mental health (10%).

The proportion of staff reporting having a disability increased for NHS Talking Therapies from the 2023 census when it was 9%. The lowest proportion of workforce with a disability was in CYP inpatient physical health (5%, which was the same as reported in the 2023 census).

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability by service area** | **Adult CMH** | | **CYP CMH** | | **Adult IMH** | | **CYP IMH** | | **Adult CPHY** | | **CYP CPHY** | | **Adult IPHY** | | **CYP IPHY** | | **NHS Talking Therapies** | | |
| Staff who have a disability | 782 | (9%) | 561 | (9%) | 120 | (10%) | 18 | (7%) | 56 | (14%) | 3 | (6%) | 75 | (8%) | 19 | (5%) | 1,809 | (11%) |
| Staff who do not have a  disability | 6,455 | (77%) | 4,466 | (74%) | 970 | (78%) | 177 | (73%) | 278 | (72%) | 45 | (87%) | 640 | (66%) | 271 | (72%) | 12,168 | (75%) |
| Not known | 1,106 | (13%) | 998 | (17%) | 161 | (13%) | 49 | (20%) | 54 | (14%) | 4 | (8%) | 262 | (27%) | 86 | (23%) | 2,176 | (13%) |
| **Total headcount** | **8,343** | **(100%)** | **6,025** | **(100%)** | **1,251** | **(100%)** | **244** | **(100%)** | **388** | **(100%)** | **52** | **(100%)** | **977** | **(100%)** | **376** | **(100%)** | **16,153** | **(100%)** |

###### Table 19

##### 

##### Disability status by staff group

Table 20 shows the disability status by staff group (excluding NHS Talking Therapies, which did not collect demographic data by staff group).

The group with the lowest percentage of staff with a disability was psychologists (7%) and the group with the highest percentage of staff with a disability was clinical associate in psychology (15%).

Note: The headcount included in each of the demographic analyses vary slightly due to the different completion rates for each metric.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Disability status by staff group** | **Psychologists** | | **Clinical associate in psychology** | | **Assistant psychologists** | | **Psychological therapists** | | **Psychological practitioners** | | **Other** | | **All psychological professions (excl. NHS TTad)** | |
| Staff who have a disability | 515 | (7%) | 47 | (15%) | 270 | (12%) | 395 | (9%) | 364 | (11%) | 43 | (10%) | 1,634 | (9%) |
| Staff who do not have a disability | 5,260 | (75%) | 247 | (79%) | 1,714 | (76%) | 3,333 | (75%) | 2,424 | (75%) | 324 | (74%) | 13,302 | (75%) |
| Not stated/not known | 1,247 | (18%) | 17 | (5%) | 257 | (11%) | 704 | (16%) | 424 | (13%) | 71 | (16%) | 2,720 | (15%) |
| **Total headcount** | **7,022** | **(100%)** | **311** | **(100%)** | **2,241** | **(100%)** | **4,432** | **(100%)** | **3,212** | **(100%)** | **438** | **(100%)** | **17,656** | **(100%)** |

###### Table 20

##### Time in post – qualified staff

Table 21 shows the service area by time in post for qualified staff only (excluding trainees). The table does not include NHS Talking Therapies Census data.

The service areas with the highest proportion of staff in post for less than a year were adult and CYP inpatient mental health (both 33%).

65% of psychological professions staff had been in post for less than 3 years in 2024, compared to 60% in 2023.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Service area by time in post** | **Up to 1 year** | | **1 to <3 years** | | **3 years or more** | | **Not known** | | **Total headcount** | |
| Adult Community Mental Health | 1,979 | (28%) | 2,577 | (36%) | 2,162 | (31%) | 365 | (5%) | 7,083 | (100%) |
| CYP Community Mental Health | 1,487 | (28%) | 2,109 | (40%) | 1,511 | (29%) | 146 | (3%) | 5,253 | (100%) |
| Adult Inpatient Mental Health | 364 | (33%) | 369 | (33%) | 306 | (28%) | 64 | (6%) | 1,103 | (100%) |
| CYP Inpatient Mental Health | 72 | (33%) | 89 | (40%) | 57 | (26%) | 2 | (1%) | 220 | (100%) |
| Adult Community Physical Health | 88 | (24%) | 100 | (28%) | 164 | (45%) | 10 | (3%) | 362 | (100%) |
| CYP Community Physical Health | 9 | (20%) | 14 | (32%) | 21 | (48%) | 0 | (0%) | 44 | (100%) |
| Adult Acute Physical Health | 246 | (25%) | 299 | (31%) | 403 | (42%) | 18 | (2%) | 966 | (100%) |
| CYP Acute Physical Health | 109 | (31%) | 114 | (32%) | 132 | (37%) | 2 | (1%) | 357 | (100%) |
| **All services** | **4,354** | **(28%)** | **5,671** | **(37%)** | **4,756** | **(31%)** | **607** | **(4%)** | **15,388** | **(100%)** |

###### 

###### Table 21

##### Vacancies by service area

The vacancy rate by service area chart shows that the vacancy rate was 7.4%, including NHS Talking Therapies services. This compares to a 6.9% (March 2024) vacancy rate reported by NHS Digital for all staff in the NHS[10](#References).

In comparison, the vacancy rate for the 2023 iteration of this project was 13%, meaning a 5.6 percentage point decrease.

Table 22 shows the vacancies for each service area reported. The drop in vacancies may largely be explained by a change to methodology in the 2024 census return to increase accuracy (automatically calculating vacancies using establishment and staff in post data provided in returns).

Vacancy rates ranged from 6.2% for NHS Talking Therapies services to 17.3% for CYP inpatient physical health.

The highest vacancy rates were in children and young people’s inpatient physical health and adult inpatient physical health (17.3% and 13.8%, respectively).

Although the NHS Talking Therapies had the lowest vacancy rate of all service areas, it contained the largest absolute number of vacancies (1,013 WTE).

Small service areas with high vacancy rates had very low absolute numbers of vacancies.

The calculation for vacancy rate appears in the appendix. Please note the chart/table includes rates/values where all components of HR metrics have been entered.

**Vacancy rate by service area**

**Vacancy rate by service area**

17.3%

17.3%

13.8%

13.8%

11.1%

11.1%

9.2%

9.2%

8.2%

8.2%

8.4%

8.4%

8.0%

8.0%

7.2%

7.2%

7.4%

7.4%

6.2%

6.2%

Adult CYP Adult Inpatient CYP Inpatient Adult CYP Adult Inpatient CYP Inpatient NHS TTad All Community Community Mental Health Mental Health Community Community Physical Health Physical Health Psychological Mental Health Mental Health Physical Health Physical Health Professions

Staff

Adult CYP Adult Inpatient CYP Inpatient Adult CYP Adult Inpatient CYP Inpatient NHS Ttad All Community Community Mental Health Mental Health Community Community Physical Health Physical Health Psychological Mental Health Mental Health Physical Health Physical Health Professions

Staff

|  |  |
| --- | --- |
| **Service area** | **Vacancies** |
| Adult community mental health | 590 |
| CYP community mental health | 410 |
| Adult inpatient mental health | 13 |
| CYP inpatient mental health | 17 |
| Adult community physical health | 24 |
| CYP community physical health | 3 |
| Adult inpatient physical health | 118 |
| CYP inpatient physical health | 52 |
| NHS Talking Therapies | 1,013 |
| **Total** | **2,239** |

**Table 22**

##### Vacancies by staff group

The vacancy rate by staff group chart shows that the reported vacancy rates varied (excluding NHS Talking Therapies) with 4.5% for psychological practitioners, 6.1% for clinical associates in psychology, 7.2% for assistant psychologists, 10.6% for psychological therapists, and 10.6% for psychologists.

Table 23 shows the absolute vacancies by staff group with psychologists recording the highest number of vacancies (547 WTE).

In comparison to 2023, vacancy rates decreased with a 6.4% decrease from 17% to 10.6% for psychological therapists, and an 8.9% decrease from 15% to 6.1% for clinical associates in psychology.

These decreases are likely to be explained largely by a change in the methodology in 2024 to increase accuracy, using automated calculation of funded establishment using vacancies, bank and agency, and staff in post data.

Does not include NHS Talking Therapies Census data. Please note the chart/table includes rates/values where all components of HR metrics have been entered

**Vacancy rate by staff group**

**Vacancy rate by staff group**

10.6%

10.6%

10.6%

10.6%

8.9%

8.9%

7.2%

7.2%

6.1%

6.1%

4.5%

4.5%

Psychologists

Psychologists

Clinical Associate in Psychology

Clinical Associate in Psychology

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychological

Professions Staff (excl.

NHS TTad)

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychologicial

Professions Staff (excl.

NHS TTad)

|  |  |
| --- | --- |
| **Staff group** | **Vacancies** |
| Psychologists | 547 |
| Clinical associate in psychology | 13 |
| Assistant psychologists | 120 |
| Psychological therapists | 381 |
| Psychological practitioners | 132 |
| **Total** | **1,227** |

**Table 23**

##### 

##### Sickness absence by service area

The sickness absence rate by service area chart shows that sickness rates varied between 2% (adult inpatient physical health) and 4.2% (NHS Talking Therapies).

Table 24 shows the sickness absence days for each service area reported, including NHS Talking Therapies.

The average sickness absence rate was 3.5% (3.1% in 2023 census).

The calculation for sickness absence rate appears in the appendix.

Please note the chart/table includes rates/values where all components of HR metrics have been entered. Includes NHS Talking Therapies Census data.

**Sickness absence rate by service area**

**Sickness absence rate by service area**

4.2%

4.2%

3.5%

3.5%

3.5%

3.5%

2.9%

2.6%

2.5%

2.9%

2.6%

2.5%

2.7%

2.7%

2.4%

2.4%

2.5%

2.5%

2.0%

2.0%

Adult Community Mental Health

Adult Community Mental Health

CYP

Community Mental Health

CYP

Community Mental Health

Adult Community Physical Health

CYP Community Physical Health

Total

Total

NHS Talking Therapies

CYP Inpatient Physical Health

Adult Inpatient Physical Health

CYP Inpatient Mental Health

CYP

Community Mental Health

Adult Inpatient Mental Health

CYP

Community Mental Health

|  |  |
| --- | --- |
| **Service area** | **Sickness absence days** |
| Adult community mental health | 54,704 |
| CYP community mental health | 32,766 |
| Adult inpatient mental health | 6,703 |
| CYP inpatient mental health | 1,333 |
| Adult community physical health | 1,742 |
| CYP community physical health | 260 |
| Adult inpatient physical health | 3,400 |
| CYP inpatient physical health | 1,991 |
| NHS Talking Therapies | 179,448 |
| **Total** | **282,348** |

**Table 24**

##### Sickness absence by staff group

The sickness absence rate by staff group chart shows that there was less variation in sickness rates by staff group (2.3% for psychologists and 3.3% for psychological therapists).

The average sickness absence rate by staff group was 2.7%, a 0.5% increase from 2023.

In comparison to 2023, the sickness absence rate for assistant psychologists increased by 0.8%, from 1.8% in 2023 to 2.6% in 2024.

Table 25 shows the sickness absence days by staff group.

These rates compare to an overall sickness rate for NHS staff of 4.7% in March 2024[11](#References).

**Sickness Absence Rate by staff group**

3.3%

**Sickness Absence Rate by staff group**

3.3%

2.6%

2.6%

2.6%

2.6%

2.7%

2.7%

2.3%

2.3%

2.5%

2.5%

Psychologists

Psychologists

Clinical Associate in Psychology

Clinical Associate in Psychology

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychological

Professions Staff (excl.

NHS TTad)

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychologicial

Professions Staff (excl.

NHS TTad)

Please note the chart/table includes rates/values where all components of HR metrics have been entered. Does not include NHS Talking Therapies Census data.

50

|  |  |
| --- | --- |
| **Staff group** | **Sickness absence days** |
| Psychologists | 31,334 |
| Clinical associate in psychology | 1,299 |
| Assistant psychologists | 13,886 |
| Psychological therapists | 32,462 |
| Psychological practitioners | 20,935 |
| **Total** | **102,900** |

**Table 25**

##### Joiners by service area

Table 26 shows that the service areas with the largest joiner numbers were NHS Talking Therapies (2,798 WTE) and adult community mental health services (1,238 WTE).

The joiner rate by service area chart shows that overall, rates of staff joiners varied from 6.8% in CYP community physical health to 23.6% in CYP inpatient mental health services. With the exception of these 2 service areas, the joiner rates ranged from 12.8% in adult inpatient mental health to 22.5% in CYP inpatient physical health.

The total joiner rate was 20.2%, in comparison to the 30% reported in the 2023 iteration.

Adult community mental health reported a joiner rate of 18.4% compared to 30% in 2023.

NHS talking Therapies also showed a decrease in joiner rate, with 20.4% reported in 2024 and 27% reported in 2023.

The calculation for joiner rate appears in the appendix.

**Joiner rate by service area**

**Joiner rate by service area**

23.6%

23.6%

22.2%

22.2%

22.5%

22.5%

20.2%

20.2%

21.1%

21.1%

20.4%

20.4%

20.2%

20.2%

18.4%

18.4%

12.8%

12.8%

6.8%

6.8%

Adult Community Mental Health

Adult Community Mental Health

CYP

Community Mental Health

CYP

Community Mental Health

Total

Total

CYP Inpatient Physical Health

NHS Talking Therapies

Adult Inpatient Physical Health

CYP Community Physical Health

Adult Community Physical Health

CYP Inpatient Mental Health

CYP

Community Mental Health

Adult Inpatient Mental Health

CYP

Community Mental Health

|  |  |
| --- | --- |
| **Service area** | **Joiners** |
| Adult Community Mental Health | 1,238 |
| CYP Community Mental Health | 1,008 |
| Adult Inpatient Mental Health | 17 |
| CYP Inpatient Mental Health | 39 |
| Adult Community Physical Health | 48 |
| CYP Community Physical Health | 3 |
| Adult Inpatient Physical Health | 150 |
| CYP Inpatient Physical Health | 48 |
| NHS Talking Therapies | 2,798 |
| **Total** | **5,349** |

###### Table 26

##### Joiners by staff group

Table 27 shows that the staff groups with the largest joiner numbers were psychologists (734 WTE), psychological practitioners (629 WTE), and assistant psychologists (626 WTE).

Overall, the joiner rate by staff group chart shows that there was a large variation in joiner rates across staff groups. This varied from 11.2% for clinical associates in psychology, 14.0% for psychological therapists, 15.9% for psychologists, 23.8% for psychological practitioners, and 39.3% for assistant psychologists.

This variation reflected the relatively high growth rate of psychological practitioner posts, as well as higher turnover rates for this group and assistant psychologist posts, the latter typically set up as fixed term posts.

Does not include NHS Talking Therapies Census data. Please note the chart/table includes rates/values where all components of HR metrics have been entered.

**Joiner rate by staff group**

39.3%

**Joiner rate by staff group**

39.3%

23.8%

20.0%

23.8%

20.0%

15.9%

15.9%

14.0%

14.0%

11.2%

11.2%

Psychologists

Psychologists

Clinical Associate in Psychology

Clinical Associate in Psychology

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychological

Professions Staff (excl.

NHS TTad)

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychologicial

Professions Staff (excl.

NHS TTad)

|  |  |
| --- | --- |
| **Staff group** | **Joiners** |
| Psychologists | 734 |
| Clinical associate in psychology | 28 |
| Assistant psychologists | 626 |
| Psychological therapists | 472 |
| Psychological practitioners | 629 |
| **Total** | **2,550** |

**Table 27**

##### Retention by service area

The retention rate by service area chart (including NHS Talking Therapies census data) shows that overall, there was considerable consistency in retention rates across service areas, with the service areas reporting over 100 (WTE) staff all recording retention rates between 66.6% and 76.8%. The smallest service area, CYP community physical health, recorded an outlier retention rate (52.9%), which may reflect very small staff numbers.

Table 28 shows the staff retained (WTE) by service area reported. The calculation for retention rate appears in the appendix.

###### Includes NHS Talking Therapies Census data. Please note the chart/table includes rates/values where all components of HR metrics have been entered.

**Retention rate by service area**

**Retention rate by service area**

76.8%

76.8%

70.3%

70.3%

70.9%

70.9%

66.6%

66.6%

72.2%

72.2%

75.6%

75.6%

72.9%

72.9%

71.6%

71.6%

67.6%

67.6%

52.9%

52.9%

Adult Community Mental Health

Adult Community Mental Health

CYP

Community Mental Health

CYP

Community Mental Health

Adult Inpatient CYP Inpatient Mental Health Mental Health

Adult Inpatient CYP Inpatient Mental Health Mental Health

Adult Community

Adult Community

CYP

CYP

Adult Inpatient CYP Inpatient NHS TTad

Adult Inpatient CYP Inpatient NHS TTad

Total

Total

Community Physical Health Physical Health

Community Physical Health Physical Health

Physical Health Physical Health

Physical Health Physical Health

|  |  |
| --- | --- |
| **Service area** | **Retained** |
| Adult Community Mental Health | 4,691 |
| CYP Community Mental Health | 3,130 |
| Adult Inpatient Mental Health | 587 |
| CYP Inpatient Mental Health | 116 |
| Adult Community Physical Health | 163 |
| CYP Community Physical Health | 20 |
| Adult Inpatient Physical Health | 477 |
| CYP Inpatient Physical Health | 159 |
| NHS Talking Therapies | 9,958 |
| **Total** | **19,301** |

###### Table 28

##### Retention by staff group

The retention rate by staff group chart shows that overall, retention rates presented some variation between staff groups, with the highest retention rate for clinical associates in psychology (75.2%) followed by psychological therapists (74.5%), and psychologists (74.4%). Retention for psychological practitioners in this period was reported as 66.4% and assistant psychologists as 55.4%.

Table 29 shows the staff retained (WTE) by staff group (not including NHS Talking Therapies Census data).

Please note that the retention rate is calculated using retained staff figures, and the turnover rate is not. For this reason, retention and turnover will not add up to

100%. More details on calculations are available in the appendix. The chart/table includes rates/values where all components of HR metrics have been entered.

74.4%

74.4%

75.2%

75.2%

**Retention rate by staff group**

74.5%

**Retention rate by staff group**

74.5%

70.3%

70.3%

66.4%

66.4%

55.4%

55.4%

Psychologists

Psychologists

Clinical Associate in Psychology

Clinical Associate in Psychology

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychological

Professions Staff (excl.

NHS

TTad)

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychologicial

Professions Staff (excl.

NHS

TTad)

54

|  |  |
| --- | --- |
| **Staff group** | **Retained** |
| Psychologists | 3,628 |
| Clinical associate in psychology | 211 |
| Assistant psychologists | 989 |
| Psychological therapists | 2,575 |
| Psychological practitioners | 1,738 |
| **Total** | **9,343** |

###### Table 29

##### Turnover by service area

The turnover rate by service area chart shows that overall, turnover across the psychological professions (including NHS Talking Therapies) was 15.4%. There was a notable variation in turnover rates by service area.

Of the 3 service areas with the highest number of leavers (WTE), NHS Talking Therapies and adult community mental health reported turnover rates of 13.9% and 16%, respectively, whereas CYP community mental health reported a rate of 18.1%.

Table 30 shows the leavers (WTE) by service area reported (including NHS Talking Therapies Census data)

The turnover rates were higher than the turnover rate for the psychological professions showing on the ESR at 10.6% for the 12 months to March 2024, and at 10.0% for the overall NHS workforce in secondary care during the same period.

The calculation for turnover rate appears in the appendix. Please note the chart/table includes rates/values where all components of HR metrics have been entered.

**Turnover rate by service area**

**Turnover rate by service area**

21.6%

21.6%

20.1%

20.1%

18.1%

18.1%

16.0%

16.0%

15.4%

15.4%

12.7%

12.7%

14.0%

14.0%

13.9%

13.9%

11.7%

11.7%

4.7%

4.7%

Adult Community Mental Health

Adult Community Mental Health

CYP

Community Mental Health

CYP

Community Mental Health

Adult Inpatient CYP Inpatient Adult Mental Health Mental Health Community

Adult Inpatient CYP Inpatient Adult Mental Health Mental Health Community

CYP

Community

CYP

Community

Adult Inpatient

Adult Inpatient

CYP Inpatient NHS TTad

CYP Inpatient NHS TTad

Total

Total

Physical Health Physical Health

Physical Health Physical Health

Physical Health Physical Health

Physical Health Physical Health

|  |  |
| --- | --- |
| **Service area** | **Leavers** |
| Adult community mental health | 1,081 |
| CYP community mental health | 822 |
| Adult inpatient mental health | 17 |
| CYP inpatient mental health | 35 |
| Adult community physical health | 33 |
| CYP community physical health | 2 |
| Adult inpatient physical health | 143 |
| CYP inpatient physical health | 25 |
| NHS Talking Therapies | 1,921 |
| **Total** | **4,079** |

###### Table 30

##### Turnover by staff group

The turnover rate by staff group chart shows that the rates varied by staff group with clinical associates in psychology at 7.9%, psychologists at 12.3%, psychological therapists at 12.9%, psychological practitioners at 19.2%, and assistant psychologists at 36.4%.

Table 31 shows the leavers (WTE) by staff group (excluding NHS Talking Therapies Census data).

Please note that the retention rate is calculated using retained staff figures, and the turnover rate is not. For this reason, retention and turnover will not add up to 100%.

More details on calculations are available in the appendix. The chart/table includes rates/values where all components of HR metrics have been entered.

**Turnover rate by staff group**

36.4%

**Turnover rate by staff group**

36.4%

19.2%

19.2%

16.9%

16.9%

12.3%

12.3%

12.9%

12.9%

7.9%

7.9%

Psychologists

Psychologists

Clinical Associate in Psychology

Clinical Associate in Psychology

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychological

Professions Staff (excl.

NHS TTad)

Assistant Psychologists Psychological Therapists Psychological Practitioners All Psychologicial

Professions Staff (excl.

NHS TTad)

|  |  |
| --- | --- |
| **Staff group** | **Leavers** |
| Psychologists | 567 |
| Clinical associate in psychology | 20 |
| Assistant psychologists | 580 |
| Psychological therapists | 434 |
| Psychological practitioners | 508 |
| **Total** | **2,158** |

**Table 31**

##### Leaver destination

Table 32 shows that across all psychological professions staff groups (excluding NHS Talking Therapies), the destination of leavers was unknown for a high proportion of staff (47%). Data for leavers should be viewed in the context of the large percentage of missing data which made comparison difficult.

Where destination was known, the majority of psychological professionals remained in NHS commissioned services (33% remaining, compared to 17% leaving and 3% retiring). There was apparent variation between staff groups, with 15% of psychologist leavers reported as leaving to work outside of NHS commissioned services compared to 20% of assistant psychologists and 30% of clinical associates in psychology leavers.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff group by leaver destination** | **Remained within NHS**  **commissioned**  **services** | | **Left NHS**  **commissioned services** | | **Retired** | | **Unknown or Other** | | **Total WTE** | |
| Psychologists | 282 | (39%) | 109 | (15%) | 35 | (5%) | 291 | (41%) | 718 | (100%) |
| Clinical associate in psychology | 13 | (40%) | 10 | (30%) | 0 | (0%) | 9 | (29%) | 32 | (100%) |
| Assistant psychologists | 236 | (33%) | 144 | (20%) | 1 | (0%) | 330 | (46%) | 711 | (100%) |
| Psychological therapists | 166 | (33%) | 96 | (19%) | 32 | (6%) | 212 | (42%) | 506 | (100%) |
| Psychological practitioners | 147 | (25%) | 85 | (14%) | 3 | (0%) | 365 | (61%) | 599 | (100%) |
| Other | 17 | (34%) | 6 | (13%) | 2 | (4%) | 24 | (48%) | 50 | (100%) |
| **Total** | **862** | **(33%)** | **451** | **(17%)** | **73** | **(3%)** | **1,231** | **(47%)** | **2,616** | **(100%)** |

###### Table 32

# Individual staff roles

The following staff role profiles provide overall and service level analysis and include data submitted from all organisation types. Trainees are included in the analysis, with the exception of time in post which is specific to qualified staff.

##### Roles with small number of WTE

The following roles recorded a small number of WTE across service areas, and as such a detailed breakdown of the role profile has not been included.

* Forensic psychologists – 159 WTE
* Medical psychotherapists – 62 WTE
* Health psychologists – 52 WTE
* Music therapists – 46 WTE
* Youth intensive psychological practitioners – 45 WTE
* Dramatherapists – 45 WTE

It should be noted that the data reported in this section represents what was captured within the Psychological Professions Workforce Census and NHS Talking

Therapies Census and may underrepresent the number of these roles working across NHS, voluntary, independent and local authority services. The following roles were collected in the NHS Talking Therapies Census:

* Clinical psychologists
* Counselling psychologists
* Assistant psychologists
* Cognitive behavioural therapists
* Counsellors
* Adult psychotherapists
* Psychological therapists (other)
* Psychological wellbeing practitioners (including qualified/trainee information).

### Clinical Psychologists

The clinical psychologists (WTE) by service area chart shows that overall, there were 7,227 WTE clinical psychologists working in England (including NHS Talking Therapies Census data).

This figure was higher than the 6,241 WTE recorded in the 2023 census but lower than what was reported in the ESR at March 2024 (10,918 WTE). The discrepancy may reflect the suspected historic over-use of the clinical psychology job role to code posts in the ESR.

These staff were spread across various service areas. The largest reported clinical psychologist workforce was within community mental health services for adults (3,515 WTE, 49%) and CYP (1,509 WTE, 21%). Together, 70% of clinical psychologists were reported working within community mental health services.

As shown in table 33, a large proportion of clinical psychologists were reportedly paid at bands 8a and 8b, with half of the role at either of these two bands (50%). The exception to this was NHS Talking Therapies, which reported that over half the clinical psychologists were at band 7 (57%), and 8% at band 8b or higher. However, supervisors (likely to be included in higher banded clinical psychologists) were not included in the NHS Talking Therapies Census data.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Clinical psychologists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 1% | 0% | 0% | 0% | 20% | 14% | 29% | 20% | 12% | 3% | 0% | 0% | **2,693** | **(100%)** |
| CYP Community Mental Health | 3% | 0% | 0% | 0% | 10% | 21% | 33% | 19% | 11% | 2% | 0% | 0% | **1,261** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 1% | 10% | 15% | 31% | 21% | 19% | 3% | 0% | 0% | **651** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 0% | 0% | 23% | 12% | 26% | 15% | 21% | 2% | 0% | 0% | **81** | **(100%)** |
| Adult Community Physical Health | 0% | 0% | 0% | 0% | 10% | 10% | 42% | 20% | 13% | 5% | 1% | 0% | **164** | **(100%)** |
| CYP Community Physical Health | 0% | 0% | 0% | 0% | 25% | 15% | 31% | 9% | 16% | 4% | 0% | 0% | **24** | **(100%)** |
| Adult Inpatient Physical Health | 8% | 0% | 0% | 0% | 5% | 14% | 33% | 22% | 14% | 4% | 0% | 0% | **518** | **(100%)** |
| CYP Inpatient Physical Health | 3% | 0% | 0% | 0% | 7% | 23% | 42% | 16% | 8% | 1% | 0% | 0% | **185** | **(100%)** |
| NHS Talking Therapies | 0% | 0% | 0% | 1% | 17% | 57% | 17% | 4% | 3% | 1% | 0% | 0% | **337** | **(100%)** |
| **All Service Areas** | 2% | 0% | 0% | 0% | 15% | 18% | 31% | 19% | 12% | 3% | 0% | 0% | **5,916** | **(100%)** |

###### Table 33

Table 34 shows the percentage of trainees and qualified staff across service areas (excluding NHS Talking Therapies); the number of qualified clinical psychologists was higher than the number of trainees in all service areas.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Clinical psychologists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 78% | 22% | **3,515** | **(100%)** |
| CYP Community Mental Health | 92% | 8% | **1,509** | **(100%)** |
| Adult Inpatient Mental Health | 89% | 11% | **815** | **(100%)** |
| CYP Inpatient Mental Health | 80% | 20% | **92** | **(100%)** |
| Adult Community Physical Health | 91% | 9% | **209** | **(100%)** |
| CYP Community Physical Health | 76% | 24% | **25** | **(100%)** |
| Adult Inpatient Physical Health | 90% | 10% | **537** | **(100%)** |
| CYP Inpatient Physical Health | 93% | 7% | **185** | **(100%)** |

**Table** **34**

Table 35 shows the time in post (excluding NHS Talking Therapies Census data).

Between 32% and 59% of the clinical psychologists’ workforce had been in post for more than 3 years.

Community physical healthcare services had the highest percentage of all service areas of staff in post for more than 3 years for adults (56%) and for CYP (59%).

The profile of CYP inpatient physical heath had the highest number of staff in post for less than a year (29%).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Clinical psychologists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 21% | 33% | 40% | 7% | **2,541** | **(100%)** |
| CYP Community Mental Health | 22% | 36% | 39% | 2% | **1,310** | **(100%)** |
| Adult Inpatient Mental Health | 24% | 33% | 35% | 8% | **539** | **(100%)** |
| CYP Inpatient Mental Health | 24% | 41% | 32% | 3% | **75** | **(100%)** |
| Adult Community Physical Health | 18% | 22% | 56% | 3% | **209** | **(100%)** |
| CYP Community Physical Health | 5% | 36% | 59% | 0% | **22** | **(100%)** |
| Adult Inpatient Physical Health | 23% | 30% | 47% | 0% | **662** | **(100%)** |
| CYP Inpatient Physical Health | 29% | 31% | 41% | 0% | **252** | **(100%)** |

###### Table 35

###### 

Table 36 shows that the vacancy rates for clinical psychologists varied from 10.3% in CYP community mental health and CYP inpatient physical health (113 and 19 vacancies respectively) to 13.4% (8 vacancies) in CYP inpatient mental health. The service area with the most vacancies was adult community mental health with 262 vacancies (10.4% vacancy rate).

Sickness absence rates varied across service areas from 1.4% in CYP community physical health to 2.9% in adult community physical health.

There was wide variation in joiner rates with the lowest rate (4.2%) in CYP community physical health services (1 joiner) and the highest joiner rate (20.5%) in adult inpatient physical health (97 joiners).

There was wide variation in turnover rates with 4.2% in CYP community physical health services and 16.9% in CYP inpatient mental health services.

Across the service areas retention rates varied ranging between 64.5% and 84%, around a 20% point difference.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Clinical Psychologists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 10.4% | 10.3% | 11.1% | 13.4% | 11.1% | 10.5% | 12.2% | 10.3% |
| Vacancies | 262 | 113 | 14 | 8 | 17 | 3 | 70 | 19 |
| Sickness absence rate | 2.3% | 2.5% | 2.5% | 2.5% | 2.9% | 1.4% | 2.1% | 2.4% |
| Sickness absence days | 13,149 | 7,393 | 3,234 | 348 | 1,283 | 85 | 2,390 | 1,174 |
| Joiner rate | 15.2% | 16.1% | 9.1% | 13.8% | 14.3% | 4.2% | 20.5% | 11.9% |
| Joiners | 354 | 168 | 9 | 9 | 21 | 1 | 97 | 18 |
| Turnover rate | 11.9% | 13.9% | 6.5% | 16.9% | 13.9% | 4.2% | 15.8% | 7.4% |
| Leavers | 277 | 144 | 7 | 11 | 20 | 1 | 75 | 11 |
| Retention rate | 75.1% | 73.2% | 71.1% | 64.5% | 79.1% | 73.9% | 73.8% | 84.0% |
| Retained | 1,726 | 723 | 301 | 40 | 107 | 18 | 345 | 128 |

**Table 36** Does not include NHS Talking Therapies Census data. Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows

where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

### Counselling Psychologists

The counselling psychologists (WTE) by service area chart shows that, overall, the counselling psychologists’ workforce was reported as accounting for 374 WTE of the psychological professions’ workforce. This was compared to the 324 WTE counselling psychologists reported in the 2023 census, and the 265 WTE reported in ESR at March 2024.

The largest counselling psychologist workforce, just over half of the total, worked in adult community mental health (189 WTE, 51%) and less than a quarter worked in NHS Talking Therapies (86 WTE, 23%). 2 service areas did not report any counselling psychologists (CYP inpatient mental health and CYP community physical health), and CYP inpatient physical health only reported 2 WTE staff (1%).

Includes NHS Talking Therapies Census data.

A screenshot of a computer

AI-generated content may be incorrect.

As shown in table 37, staff profiles of counselling psychologists were based on small numbers for some service areas which made comparison difficult. Only 2 service areas reported more than 50 WTE (adult community mental health with 148 WTE and NHS Talking Therapies with 84 WTE). Within NHS Talking Therapies services nearly three quarters (72%) of counselling psychologists were reported in salary band 7 and 17% above band 7. In adult community mental health, 31% of staff were paid at band 7, and 52% above band 7.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Counselling psychologists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 1% | 0% | 16% | 31% | 32% | 13% | 6% | 1% | 0% | 0% | **148** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 0% | 0% | 25% | 27% | 31% | 11% | 7% | 0% | 0% | 0% | **33** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 0% | 20% | 6% | 34% | 32% | 9% | 0% | 0% | 0% | **16** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 0% | 0% | 0% | 0% | 13% | 0% | 58% | 29% | 0% | 0% | 0% | 0% | **5** | **(100%)** |
| CYP Community Physical Health | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **0** | **(100%)** |
| Adult Inpatient Physical Health | 18% | 0% | 0% | 0% | 14% | 10% | 29% | 24% | 5% | 0% | 0% | 0% | **28** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 0% | 69% | 31% | 0% | 0% | 0% | 0% | 0% | **2** | **(100%)** |
| NHS Talking Therapies | 0% | 0% | 1% | 4% | 5% | 72% | 15% | 2% | 0% | 0% | 0% | 0% | **84** | **(100%)** |
| **All Service Areas** | 2% | 0% | 1% | 1% | 14% | 38% | 28% | 12% | 5% | 0% | 0% | 0% | **315** | **(100%)** |

###### Table 37

Table 28 shows the percentage of trainees and qualified staff.

Across service areas, most counselling psychologists were reported as qualified (between 81% and 100%). In CYP community physical health, there was less than 0.5 WTE which corresponded to 1 trainee.

There were no trainees in children and young people’s inpatient physical healthcare services or adult community physical health services.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Counselling psychologists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 91% | 9% | **189** | **(100%)** |
| CYP Community Mental Health | 82% | 18% | **42** | **(100%)** |
| Adult Inpatient Mental Health | 84% | 16% | **20** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | 100% | 0% | **6** | **(100%)** |
| CYP Community Physical Health | 0% | 100% | **0** | **(100%)** |
| Adult Inpatient Physical Health | 81% | 19% | **29** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | **2** | **(100%)** |

###### Table 38

###### 

Table 39 shows the time in post.

In the largest service area for counselling psychologists, adult community mental health, 30% of staff had been in post for less than a year and 68% for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Counselling psychologists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 30% | 38% | 30% | 2% | **154** | **(100%)** |
| CYP Community Mental Health | 34% | 28% | 34% | 3% | **32** | **(100%)** |
| Adult Inpatient Mental Health | 38% | 38% | 25% | 0% | **8** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 25% | 0% | 63% | 13% | **8** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 24% | 31% | 45% | 0% | **29** | **(100%)** |
| CYP Inpatient Physical Health | 67% | 33% | 0% | 0% | **3** | **(100%)** |

###### Table 39

Table 40 shows the HR metrics for counselling psychologists.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Counselling Psychologists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 4.2% | 10.4% | ~ | ... | ~ | ~ | 9.3% | ~ |
| Vacancies | 6 | 3 | 0 | 0 | 0 | 0 | 3 | 0 |
| Sickness absence rate | 1.6% | 3.3% | 1.0% | ... | 3.1% | 2.3% | 1.0% | 0.3% |
| Sickness absence days | 671 | 286 | 21 | 0 | 54 | 1 | 53 | 2 |
| Joiner rate | 17.2% | 26.9% | ~ | ... | ~ | ... | 18.1% | ~ |
| Joiners | 22 | 7 | 0 | … | 0 | … | 4 | 1 |
| Turnover rate | 10.8% | 3.4% | ~ | ... | ~ | ... | 5.2% | ~ |
| Leavers | 14 | 1 | 0 | … | 0 | … | 1 | 0 |
| Retention rate | 74.3% | 80.5% | ~ | ... | ~ | ... | 72.2% | ~ |
| Retained | 96 | 21 | 4 | … | 3 | … | 17 | 1 |

###### Table 40

### Clinical Associate in Psychology

The clinical associate in psychology (WTE) by service area chart shows that, overall, this workforce was reported as accounting for 409\* WTE of the psychological professions’ workforce. This figure was slightly below the 414 WTE recorded in the 2023 census, and higher than the 366 WTE recorded on the ESR at March 2024.

The majority of clinical associates in psychology (239 WTE, 58%) were reported as working within adult community mental health services and children and young people’s community mental health services (86 WTE, 21%). Together, 79% of this workforce group were reported as working within community mental health services.

Does not include NHS Talking Therapies Census data.

\*Please note: 239+86+77+3+3+1+1 = 409 WTE due to rounding.

**Clinical associates in psychology (WTE) by service area**

58%, 239

21%, 86

19%, 77

1%, 3

1%, 3

0%, 0

CYP Community

Physical Health

0%, 1

0%, 1

Adult Community CYP Community

Mental Health

Mental Health

Adult Inpatient

Mental Health

CYP Inpatient

Mental Health

Adult Community

Physical Health

Adult Inpatient

Physical Health

CYP Inpatient

Physical Health

Staff profiles were based on small numbers for some salary bands which made comparison difficult. As shown in table 41, the staff profile for clinical associates in psychology was mostly based in adult community mental health (193 WTE), followed by CYP community mental health (79 WTE), and adult inpatient mental health (69 WTE). The majority (59%) of clinical associates in psychology were reported at band 5, the trainee salary band for this role.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Clinical associate in psychology** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 0% | 57% | 42% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **193** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 1% | 58% | 40% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **79** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 66% | 34% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **69** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 0% | 33% | 67% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **3** | **(100%)** |
| Adult Community Physical Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 0% | 0% | 59% | 40% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **347** | **(100%)** |

###### Table 41

Table 42 shows the percentage of trainees and qualified staff. Does not include NHS Talking Therapies Census data.

The proportion of trainees was larger than the qualified staff in 3 service areas, comprising between 33% and 75% of total staff.

###### 

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Clinical associate in psychology** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 51% | 49% | **239** | **(100%)** |
| CYP Community Mental Health | 50% | 50% | **86** | **(100%)** |
| Adult Inpatient Mental Health | 38% | 62% | **77** | **(100%)** |
| CYP Inpatient Mental Health | 67% | 33% | **3** | **(100%)** |
| Adult Community Physical Health | 25% | 75% | **3** | **(100%)** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 100% | 0% | **1** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | **1** | **(100%)** |

###### Table 42

Table 43 shows the time in post. The majority of staff in most service areas had been in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Clinical associate in psychology** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 29% | 40% | 29% | 2% | **94** | **(100%)** |
| CYP Community Mental Health | 38% | 25% | 35% | 3% | **40** | **(100%)** |
| Adult Inpatient Mental Health | 31% | 38% | 31% | 0% | **13** | **(100%)** |
| CYP Inpatient Mental Health | 50% | 0% | 50% | 0% | **2** | **(100%)** |
| Adult Community Physical Health | 100% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 0% | 100% | 0% | 0% | **1** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | 0% | 0% | **1** | **(100%)** |

###### Table 43

Table 44 shows the HR metrics for clinical associates in psychology.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Clinical Associate in Psychology** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 6.5% | 7.8% | ... | ... | ... | ... | ~ | ~ |
| Vacancies | 11 | 3 | -3 | 0 | 0 | 0 | 2 | 0 |
| Sickness absence rate | 2.6% | 1.8% | 2.8% | ... | 0.0% | ... | ... | ... |
| Sickness absence days | 920 | 182 | 197 | 0 | 0 | 0 | 0 | 0 |
| Joiner rate | 8.6% | 18.7% | ... | ~ | ... | ... | ~ | ~ |
| Joiners | 16 | 12 | 0 | 1 | … | … | 0 | 0 |
| Turnover rate | 7.6% | 6.5% | ... | ~ | ... | ... | ~ | ~ |
| Leavers | 14 | 4 | 0 | 0 | … | … | 2 | 0 |
| Retention rate | 79.6% | 66.7% | 73.1% | ~ | ... | ... | ~ | ~ |
| Retained | 148 | 41 | 20 | 1 | … | … | 1 | 0 |

###### Table 44

### Assistant Psychologists

The assistant psychologists (WTE) by service area chart shows that overall, assistant psychologists were reported as accounting for 2,880 WTE of the psychological professions’ workforce. This figure was higher than the 2,268 WTE recorded in the 2023 census but lower than the 4,187 WTE reported on the ESR at March 2024.

This discrepancy may reflect the suspected historic overuse of the assistant psychologist’s job role to code posts in the ESR.

These staff were spread across various service areas, including NHS Talking Therapies.

Almost half of the assistant psychologists (1,365 WTE, 47%) were reported working within adult community mental health services.

3 service areas – adult mental health (community, inpatient) and children and young people’s community mental health services – were reported as accounting for 87% of this workforce group.

Includes NHS Talking Therapies Census data.

**Assistant psychologists (WTE) by service area**

47%, 1,365

23%, 649

17%, 485

2%, 55

2%, 65

4%, 120

0%, 6

3%, 100

1%, 34

Adult Community Mental Health

CYP Community Adult Inpatient

CYP Inpatient Mental Health

Adult Community Physical Health

CYP Community Adult Inpatient CYP Inpatient

NHS TTad

Mental Health Mental Health

Physical Health Physical Health Physical Health

As depicted in table 45, a large proportion of assistant psychologists were reportedly paid at bands 4 and 5, with over 95% of the role at either of these two bands. The exception to this was NHS Talking Therapies, which reported that 20% of the workforce was paid at bands 1 to 3 which are not recognised pay bands for assistant psychologists.

Adult inpatient physical health services reported the highest percentage of unpaid/volunteers (11%).

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Assistant psychologists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 3% | 64% | 32% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1,078** | **(100%)** |
| CYP Community Mental Health | 1% | 0% | 75% | 20% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **540** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 1% | 70% | 29% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **348** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 6% | 90% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **48** | **(100%)** |
| Adult Community Physical Health | 0% | 0% | 50% | 49% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **58** | **(100%)** |
| CYP Community Physical Health | 0% | 0% | 14% | 86% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **6** | **(100%)** |
| Adult Inpatient Physical Health | 11% | 0% | 43% | 46% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **94** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 62% | 35% | 3% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **34** | **(100%)** |
| NHS Talking Therapies | 0% | 20% | 63% | 16% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **120** | **(100%)** |
| **All Service Areas** | 1% | 3% | 67% | 29% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **2,327** | **(100%)** |

###### Table 45

Table 46 shows the staff time in post.

Between 42% and 67% of the assistant psychologists’ workforce had been in post for up to 1 year.

Adult community physical healthcare services had the highest percentage of all service areas of staff in post for longer than 3 years (14%).

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Assistant psychologists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 42% | 41% | 9% | 8% | **1,103** | **(100%)** |
| CYP Community Mental Health | 49% | 40% | 8% | 2% | **536** | **(100%)** |
| Adult Inpatient Mental Health | 54% | 34% | 7% | 4% | **316** | **(100%)** |
| CYP Inpatient Mental Health | 47% | 49% | 4% | 0% | **49** | **(100%)** |
| Adult Community Physical Health | 45% | 38% | 14% | 3% | **64** | **(100%)** |
| CYP Community Physical Health | 67% | 33% | 0% | 0% | **6** | **(100%)** |
| Adult Inpatient Physical Health | 47% | 41% | 3% | 9% | **104** | **(100%)** |
| CYP Inpatient Physical Health | 61% | 32% | 5% | 3% | **38** | **(100%)** |

###### Table 46

Table 47 shows that the service area with the highest vacancy rate was adult inpatient mental health (13.4%, 4 vacancies).

Sickness absence rates were the smallest in CYP community physical health (0.3%) and the largest in CYP inpatient physical health (3.1%)

The joiner rates varied between service areas from 27.4% in adult inpatient mental health to 67.1% in CYP inpatient physical health, with 8 and 15 joiners, respectively.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Assistant Psychologists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 6.2% | 9.3% | 13.4% | 4.3% | 3.2% | ~ | 9.2% | 0.0% |
| Vacancies | 58 | 46 | 4 | 1 | 2 | 0 | 9 | 0 |
| Sickness absence rate | 2.9% | 2.5% | 2.3% | 2.9% | 1.5% | 0.3% | 2.0% | 3.1% |
| Sickness absence days | 7,665 | 3,233 | 1,787 | 208 | 192 | 5 | 447 | 348 |
| Joiner rate | 38.5% | 42.0% | 27.4% | 32.7% | 43.9% | ~ | 35.2% | 67.1% |
| Joiners | 354 | 182 | 8 | 13 | 18 | 1 | 36 | 15 |
| Turnover rate | 32.1% | 42.8% | 36.0% | 40.6% | 28.8% | ~ | 49.8% | 45.2% |
| Leavers | 295 | 186 | 11 | 16 | 12 | 1 | 51 | 10 |
| Retention rate | 58.6% | 52.3% | 56.3% | 58.6% | 59.3% | ~ | 43.2% | 37.0% |
| Retained | 535 | 226 | 131 | 23 | 23 | 0 | 44 | 8 |

###### Table 47

### Cognitive Behavioural Therapists

The cognitive behavioural therapists (WTE) by service area chart shows that overall, cognitive behavioural therapists (CBT) were reported as accounting for 5,896 WTE of the psychological professions’ workforce. This was much higher than what was reported in the ESR at March 2024 (488 WTE), although it is acknowledged that the ESR figure will be lower than the actual figure due to this role typically being recorded as high intensity therapists on the ESR.

The 2023 census reported 5,225 WTE cognitive behavioural therapists.

The majority of cognitive behavioural therapists were working within NHS Talking Therapies (4,608 WTE, 78%). Aside from NHS Talking Therapies, most of the cognitive behavioural therapists recorded in the census worked in adult community mental health (827 WTE, 14%) or CYP community mental health (378 WTE, 6%).

**Cognitive behavioural therapists (WTE) by service area**

78%, 4,608

14%, 827

6%, 378

1%, 60

0%, 0

0%, 14

0%, 3

0%, 5

0%, 1

Adult Community Mental Health

CYP Community Adult Inpatient

CYP Inpatient Mental Health

Adult Community Physical Health

CYP Community Adult Inpatient CYP Inpatient

NHS TTad

Mental Health Mental Health

Physical Health Physical Health Physical Health

Includes NHS Talking Therapies Census data.

Staff profiles of cognitive behavioural therapists were based on small numbers for some salary bands which made comparison difficult. Table 48 shows that staff profiles were broadly similar across service areas, with the majority of cognitive behavioural therapists (69%) reported in salary band 7. NHS Talking Therapies services reported the highest number of cognitive behavioural therapists (4,503 WTE), within this service nearly three quarters of the workforce were reported in salary band 7 (73%).

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Cognitive Behavioural Therapists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 1% | 0% | 0% | 28% | 57% | 11% | 1% | 1% | 0% | 0% | 0% | **606** | **(100%)** |
| CYP Community Mental Health | 0% | 4% | 1% | 3% | 36% | 43% | 12% | 2% | 1% | 0% | 0% | 0% | **312** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 0% | 21% | 52% | 18% | 7% | 1% | 1% | 0% | 0% | **50** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 0% | 0% | 0% | 0% | 0% | 60% | 22% | 18% | 0% | 0% | 0% | 0% | **14** | **(100%)** |
| CYP Community Physical Health | 0% | 0% | 0% | 38% | 0% | 38% | 23% | 0% | 0% | 0% | 0% | 0% | **3** | **(100%)** |
| Adult Inpatient Physical Health | 23% | 0% | 0% | 0% | 14% | 53% | 0% | 10% | 0% | 0% | 0% | 0% | **4** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| NHS Talking Therapies | 0% | 0% | 0% | 1% | 23% | 73% | 3% | 0% | 0% | 0% | 0% | 0% | **4,503** | **(100%)** |
| **All Service Areas** | 0% | 0% | 0% | 1% | 24% | 69% | 4% | 1% | 0% | 0% | 0% | 0% | **5,494** | **(100%)** |

###### Table 48

Table 49 shows the percentage of trainees and qualified staff.

Across service areas, most cognitive behavioural therapists were reported as qualified (between 73% and 100%).

Trainees comprised between 19% and 27% of the cognitive behavioural therapists’ workforce. There were no trainees in physical health service areas.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cognitive Behavioural Therapists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 73% | 27% | **827** | **(100%)** |
| CYP Community Mental Health | 80% | 20% | **378** | **(100%)** |
| Adult Inpatient Mental Health | 81% | 19% | **60** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | 100% | 0% | **14** | **(100%)** |
| CYP Community Physical Health | 100% | 0% | **3** | **(100%)** |
| Adult Inpatient Physical Health | 100% | 0% | **5** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | **1** | **(100%)** |

###### Table 49

Table 50 shows the time in post.

In the service area with the highest number of cognitive behavioural therapists (adult community mental health), 23% of staff were in post for up to 1 year, 32% were in post for 1 to 3 years, and 38% were in post for more than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Cognitive Behavioural Therapists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 23% | 32% | 38% | 7% | **532** | **(100%)** |
| CYP Community Mental Health | 28% | 30% | 33% | 9% | **267** | **(100%)** |
| Adult Inpatient Mental Health | 25% | 25% | 50% | 0% | **12** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 27% | 45% | 27% | 0% | **22** | **(100%)** |
| CYP Community Physical Health | 33% | 67% | 0% | 0% | **3** | **(100%)** |
| Adult Inpatient Physical Health | 33% | 17% | 50% | 0% | **6** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | 0% | 0% | **1** | **(100%)** |

###### Table 50

As shown in table 51, the vacancy rates for cognitive behavioural therapists varied between 3.2% in CYP community mental health (8 vacancies), and 22.4% in

adult community physical health (3 vacancies).

In the service areas with the highest number of cognitive behavioural therapists, community mental health services, sickness absence rates were similar for adults and CYP, at 3.5% and 3.4%, respectively.

There were 55 joiners for both adult and CYP community mental health services.

There was some variation in the turnover rates reported from 16.4% in CYP community mental health services to 12.3% in adult community mental health services. In community mental health services retention rates were high with 73% for adults and 71.9% for CYP services.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Cognitive Behavioural Therapists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 8.8% | 3.2% | ... | ... | 22.4% | ~ | ~ | ~ |
| Vacancies | 48 | 8 | 0 | 0 | 3 | 0 | -1 | 0 |
| Sickness absence rate | 3.5% | 3.4% | 7.4% | ... | 1.4% | 0.2% | 0.4% | 0.0% |
| Sickness absence days | 4,433 | 2,123 | 151 | 0 | 53 | 1 | 5 | 0 |
| Joiner rate | 9.9% | 21.6% | ... | ... | ~ | ... | ~ | ... |
| Joiners | 55 | 55 | 0 | … | 3 | … | 1 | 1 |
| Turnover rate | 12.3% | 16.4% | ... | ... | ~ | ... | ~ | ... |
| Leavers | 68 | 42 | 0 | … | 1 | … | 0 | 0 |
| Retention rate | 73.0% | 71.9% | 27.2% | ... | ~ | ... | ~ | ... |
| Retained | 395 | 183 | 10 | … | 1 | … | 3 | 0 |

###### Table 51

### Counsellors

The counsellors (WTE) by service area chart shows that overall, counsellors were reported as accounting for 1,798 WTE of the psychological professions’ workforce. This was higher than the 1,515 WTE reported in the 2023 census, and what was reported in the ESR at March 2024 (1,380 WTE).

The majority of counsellors were working in NHS Talking Therapies (1,176 WTE, 65%).

Other than NHS Talking Therapies, the 2 service areas with the highest number of counsellors were CYP community mental health (280 WTE, 16%), and adult community mental health (233 WTE, 13%).

There were 58 counsellors in adult inpatient physical health (3%).

Includes NHS Talking Therapies Census data.

**Counsellors (WTE) by service area**

65%, 1,176

13%, 233

16%, 280

Adult Community Mental Health

CYP Community Adult Inpatient

CYP Inpatient Mental Health

Adult Community Physical Health

CYP Community Adult Inpatient CYP Inpatient

NHS TTad

Mental Health Mental Health

Physical Health Physical Health Physical Health

0%, 5

3%, 58

0%, 0

1%, 17

0%, 0

2%, 28

As shown in table 52, a large proportion of trainees and qualified counsellors were reportedly paid at bands 6 and 7, with over 67% of the role at either of these 2 bands.

Within NHS Talking Therapies, which had the largest number of counsellors, 36% of staff were paid at band 7 or above.

In the second largest service area for counsellors, CYP community mental health, 7% of staff were paid at band 7 or above.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Counsellors** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 2% | 2% | 12% | 39% | 22% | 21% | 2% | 0% | 0% | 0% | 0% | 0% | **174** | **(100%)** |
| CYP Community Mental Health | 35% | 0% | 6% | 30% | 21% | 5% | 2% | 0% | 0% | 0% | 0% | 0% | **312** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 21% | 76% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | **26** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 0% | 0% | 0% | 13% | 63% | 18% | 6% | 0% | 0% | 0% | 0% | 0% | **17** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 0% | 0% | 0% | 4% | 49% | 31% | 15% | 2% | 0% | 0% | 0% | 0% | **56** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **5** | **(100%)** |
| NHS Talking Therapies | 0% | 0% | 1% | 16% | 45% | 36% | 1% | 0% | 0% | 0% | 0% | 0% | **1,146** | **(100%)** |
| **All Service Areas** | 7% | 0% | 3% | 20% | 39% | 28% | 2% | 0% | 0% | 0% | 0% | 0% | **1,735** | **(100%)** |

###### Table 52

Table 53 shows the percentage of trainees and qualified staff outside NHS Talking Therapies.

Overall, the majority of counsellors were qualified (between 94% and 100%) with trainees comprising a small percentage of the total staff.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Counsellors** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 96% | 4% | **233** | **(100%)** |
| CYP Community Mental Health | 94% | 6% | **280** | **(100%)** |
| Adult Inpatient Mental Health | 96% | 4% | **28** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | 100% | 0% | **17** | **(100%)** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 100% | 0% | **58** | **(100%)** |
| CYP Inpatient Physical Health | 100% | 0% | **5** | **(100%)** |

###### Table 53

###### 

Table 54 shows the time in post.

Most counsellors were in post for more than 3 years (17%-100%), followed by staff in post from 1 to 3 years (24% - 67%). Within the 2 largest service areas for counsellors outside of NHS Talking Therapies (adult community mental health and CYP community mental health), most staff had been in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Counsellors** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 43% | 26% | 30% | 1% | **171** | **(100%)** |
| CYP Community Mental Health | 18% | 43% | 38% | 1% | **276** | **(100%)** |
| Adult Inpatient Mental Health | 21% | 24% | 55% | 0% | **29** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 8% | 38% | 54% | 0% | **24** | **(100%)** |
| CYP Community Physical Health | 0% | 0% | 100% | 0% | **2** | **(100%)** |
| Adult Inpatient Physical Health | 19% | 30% | 52% | 0% | **81** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 67% | 17% | 17% | **6** | **(100%)** |

**Table 54**

Table 55 shows the HR metrics for counsellors.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Counsellors** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 12.6% | 4.1% | ... | ... | 0.6% | ... | 3.4% | ~ |
| Vacancies | 19 | 10 | 0 | 0 | 0 | 0 | 2 | -1 |
| Sickness absence rate | 5.0% | 1.6% | 3.3% | ... | 2.1% | ... | 2.5% | 0.0% |
| Sickness absence days | 2,335 | 1,180 | 256 | 0 | 118 | 0 | 383 | 0 |
| Joiner rate | 10.1% | 10.4% | ... | ... | 10.5% | ... | 10.2% | ~ |
| Joiners | 16 | 23 | 0 | … | 1 | … | 6 | 1 |
| Turnover rate | 15.9% | 20.5% | ... | ... | 0.0% | ... | 13.1% | ~ |
| Leavers | 24 | 46 | 0 | … | 0 | … | 8 | 1 |
| Retention rate | 70.3% | 74.6% | 91.2% | ... | 100.0% | ... | 72.8% | ~ |
| Retained | 108 | 165 | 21 | … | 12 | … | 42 | 5 |

###### Table 55

### Child and Adolescent Psychotherapists

The child and adolescent psychotherapists (WTE) by service area chart shows that overall, there were 459 WTE child and adolescent psychotherapists working in the psychological professions’ workforce in England. In comparison, this was slightly less than what was reported in the 2023 census (476 WTE), and the 597 WTE reported in the CYP Mental Health Census 2023[16](#References). In the ESR, 303 WTE were captured at March 2024.

The majority of child and adolescent psychotherapists (416 WTE, 91%) were reported as working in CYP community mental health services.

Does not include NHS Talking Therapies Census data.

**Child and adolescent psychotherapists (WTE) by service area**

91%, 416

3%, 15

0%, 2

2%, 10

0%, 0

0%, 0

0%, 0

4%, 16

Adult Community CYP Community Adult Inpatient

Mental Health Mental Health Mental Health

CYP Inpatient Adult Community CYP Community Adult Inpatient CYP Inpatient

Mental Health Physical Health Physical Health Physical Health Physical Health

Salary profiles were based on small numbers in some salary bands which made comparison difficult.

Table 56 shows that across all service areas, nearly two thirds (64%) of trained and qualified child and adolescent psychotherapists were paid on bands 6 and 7.

Within the service area where most child and adolescent psychotherapists were reported (CYP community mental health), 31% of staff were paid at band 6 (trainee salary), 34% at band 7, and 32% at band 8.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

###### Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Child and Adolescent**  **Psychotherapists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 0% | 8% | 8% | 15% | 63% | 6% | 0% | 0% | 0% | 0% | **13** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 0% | 2% | 31% | 34% | 18% | 10% | 4% | 0% | 0% | 0% | **338** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **2** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 0% | 0% | 29% | 19% | 43% | 0% | 8% | 0% | 0% | 0% | **10** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 6% | 49% | 19% | 21% | 4% | 0% | 0% | 0% | **16** | **(100%)** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 0% | 0% | 2% | 30% | 34% | 21% | 10% | 4% | 0% | 0% | 0% | **378** | **(100%)** |

###### Table 56

Table 57 shows the percentage of trainees and qualified staff.

Over three quarters (79%) of child and adolescent psychotherapists were reported as qualified in the CYP community mental health service area with more staff WTE.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Child and Adolescent Psychotherapists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 93% | 7% | **15** | **(100%)** |
| CYP Community Mental Health | 79% | 21% | **416** | **(100%)** |
| Adult Inpatient Mental Health | 100% | 0% | **2** | **(100%)** |
| CYP Inpatient Mental Health | 73% | 27% | **10** | **(100%)** |
| Adult Community Physical Health | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 100% | 0% | **16** | **(100%)** |

###### Table 57

Table 58 shows the time in post for child and adolescent psychotherapists.

In the largest service area for child and adolescent psychotherapists (CYP community mental health), 65% of staff had been in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Child and Adolescent Psychotherapists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 50% | 50% | 0% | 0% | **4** | **(100%)** |
| CYP Community Mental Health | 26% | 39% | 31% | 4% | **315** | **(100%)** |
| Adult Inpatient Mental Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Mental Health | 17% | 33% | 50% | 0% | **12** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 17% | 65% | 17% | 0% | **23** | **(100%)** |

Child and Adolescent Psychotherapists

###### Table 58

Table 59 shows the HR metrics for child and adolescent psychotherapists.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Child and Adolescent Psychotherapists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| **Vacancy rate** | -7.0% | 10.6% | ... | ~ | ... | ... | ... | 58.1% |
| **Vacancies** | -1 | 29 | 0 | 1 | 0 | 0 | 0 | 23 |
| **Sickness absence rate** | 1.5% | 2.4% | ... | 5.7% | ... | ... | ... | 1.3% |
| **Sickness absence days** | 13 | 1,670 | 0 | 144 | 0 | 0 | 0 | 64 |
| **Joiner rate** | ~ | 18.7% | ... | ~ | ... | ... | ... | 30.7% |
| **Joiners** | 0 | 51 | 0 | 1 | … | … | … | 4 |
| **Turnover rate** | ~ | 13.2% | ... | ~ | ... | ... | ... | 11.0% |
| **Leavers** | 1 | 36 | 0 | 0 | … | … | … | 2 |
| **Retention rate** | ~ | 71.7% | ~ | ~ | ... | ... | ... | 19.2% |
| **Retained** | 3 | 195 | 0 | 5 | … | … | … | 2 |

###### Table 59

### Adult Psychotherapists

The adult psychotherapists (WTE) by service area chart shows that, overall, adult psychotherapists were reported as accounting for 703 WTE of the psychological professions’ workforce. Includes NHS Talking Therapies Census data.

The majority of this staff group (445 WTE, 63%) were reported as working within adult community mental health services.

A further 16% (112 WTE) were reported within CYP community mental health services, and 13% in NHS Talking Therapies (93 WTE).

In the 2023 census, there were 588 WTE adult psychotherapists reported.

Staff profiles of adult psychotherapists were based on small numbers for some salary bands which made comparison difficult.

As shown in table 60, only 2 service areas reported with more than 50 WTE (adult community mental health with 383 WTE and NHS Talking Therapies with 92 WTE).

In adult community mental health, 37% of adult psychotherapists were paid above band 7, compared to 2% in NHS Talking Therapies.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details. Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Adult Psychotherapists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 1% | 0% | 2% | 18% | 43% | 27% | 8% | 2% | 0% | 0% | 0% | **383** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 0% | 0% | 7% | 43% | 24% | 18% | 8% | 0% | 0% | 0% | **41** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 0% | 17% | 59% | 19% | 4% | 1% | 0% | 0% | 0% | **33** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| Adult Community Physical Health | 0% | 0% | 0% | 0% | 20% | 20% | 60% | 0% | 0% | 0% | 0% | 0% | **3** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 13% | 0% | 0% | 11% | 24% | 37% | 8% | 8% | 0% | 0% | 0% | 0% | **8** | **(100%)** |
| CYP Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| NHS Talking Therapies | 0% | 0% | 0% | 0% | 17% | 81% | 0% | 1% | 1% | 0% | 0% | 0% | **92** | **(100%)** |
| **All Service Areas** | 0% | 1% | 0% | 1% | 17% | 50% | 22% | 7% | 2% | 0% | 0% | 0% | **560** | **(100%)** |

###### Table 60

Table 61 shows the percentage of trainees and qualified staff.

Most adult psychotherapists within the community mental health service were reported as qualified (93% in adult and 100% in CYP).

###### Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Adult Psychotherapists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 93% | 7% | **445** | **(100%)** |
| CYP Community Mental Health | 100% | 0% | **112** | **(100%)** |
| Adult Inpatient Mental Health | 90% | 10% | **38** | **(100%)** |
| CYP Inpatient Mental Health | 100% | 0% | **4** | **(100%)** |
| Adult Community Physical Health | 100% | 0% | **4** | **(100%)** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 100% | 0% | **8** | **(100%)** |
| CYP Inpatient Physical Health | … | … | **…** | **…** |

###### Table 61

Table 62 shows the time in post.

In the adult community mental health service, 45% of staff were in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Adult Psychotherapists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 15% | 30% | 48% | 7% | **412** | **(100%)** |
| CYP Community Mental Health | 13% | 30% | 57% | 0% | **60** | **(100%)** |
| Adult Inpatient Mental Health | 37% | 37% | 26% | 0% | **19** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 100% | 0% | **1** | **(100%)** |
| Adult Community Physical Health | 40% | 0% | 60% | 0% | **5** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 27% | 36% | 36% | 0% | **11** | **(100%)** |
| CYP Inpatient Physical Health | … | … | … | … | **…** | **…** |

###### Table 62

Table 63 shows the HR metrics for adult psychotherapists.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Adult Psychotherapists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 7.0% | 10.7% | ... | ~ | ~ | ... | 81.9% | ... |
| Vacancies | 24 | 5 | 0 | 0 | 0 | 0 | 29 | 0 |
| Sickness absence rate | 2.8% | 2.5% | 4.3% | 5.1% | 0.3% | 1.9% | 1.7% | ... |
| Sickness absence days | 2,872 | 354 | 159 | 15 | 2 | 3 | 27 | 0 |
| Joiner rate | 12.9% | 15.6% | ... | ~ | ~ | ... | ~ | ... |
| Joiners | 44 | 6 | 0 | 0 | 1 | … | 1 | … |
| Turnover rate | 11.6% | 16.9% | ... | ~ | ~ | ... | ~ | ... |
| Leavers | 40 | 7 | 0 | 0 | 0 | … | 2 | … |
| Retention rate | 82.0% | 85.1% | 71.8% | ~ | ~ | ... | ~ | ... |
| Retained | 280 | 35 | 9 | 1 | 0 | … | 4 | … |

###### Table 63

### Family and Systemic Psychotherapists

The family and systemic psychotherapists (WTE) by service area chart shows that, overall, there were 386 WTE family and systemic psychotherapists reported in the psychological professions’ workforce.

This compared to the 357 WTE reported in the 2023 census and was higher than what was reported on the ESR at March 2024 (243 WTE).

Almost three quarters (286 WTE, 74%) of family and systemic psychotherapists were working within children and young people’s community mental health services and a further 15% (59 WTE) were working in adult community mental health services.

Does not include NHS Talking Therapies Census data.

**Family and systemic psychotherapists (WTE) by service area**

74%, 286

15%, 59

3%, 11

6%, 22

0%, 1

0%, 1

0%, 0

1%, 6

Adult Community CYP Community Adult Inpatient

Mental Health Mental Health Mental Health

CYP Inpatient Adult Community CYP Community Adult Inpatient CYP Inpatient

Mental Health Physical Health Physical Health Physical Health Physical Health

As shown in table 64, staff profiles of family and systemic psychotherapists were based on small numbers for some salary bands which made comparison difficult.

Within the service area where most family and systemic psychotherapists were reported (CYP community mental health), 13% staff were paid at band 6, 29% at band 7, and 55% at bands 8a-8c.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Family and Systemic Psychotherapists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 0% | 0% | 7% | 43% | 38% | 10% | 2% | 0% | 0% | 0% | **43** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 0% | 2% | 13% | 29% | 42% | 10% | 3% | 0% | 0% | 0% | **231** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 11% | 0% | 0% | 17% | 61% | 11% | 0% | 0% | 0% | 0% | **9** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 0% | 0% | 0% | 13% | 14% | 42% | 17% | 11% | 0% | 3% | 0% | **22** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| Adult Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 14% | 0% | 70% | 16% | 0% | 0% | 0% | 0% | **6** | **(100%)** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 0% | 0% | 2% | 12% | 29% | 42% | 11% | 3% | 0% | 0% | 0% | **311** | **(100%)** |

###### Table 64

Table 65 shows the percentage of trainees and qualified staff.

The percentage of qualified family and systemic psychotherapists was higher than trainees in all service areas, comprising between 72% and 100% of staff.

Inpatient mental health services had the highest percentage of trainee staff (28% in adults and 13% in CYP).

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Family and Systemic Psychotherapists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 95% | 5% | **59** | **(100%)** |
| CYP Community Mental Health | 90% | 10% | **286** | **(100%)** |
| Adult Inpatient Mental Health | 72% | 28% | **11** | **(100%)** |
| CYP Inpatient Mental Health | 87% | 13% | **22** | **(100%)** |
| Adult Community Physical Health | 100% | 0% | **1** | **(100%)** |
| CYP Community Physical Health | 100% | 0% | **1** | **(100%)** |
| Adult Inpatient Physical Health | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 100% | 0% | **6** | **(100%)** |

###### Table 65

Table 66 shows the time in post for family and systemic psychotherapists.

In the service area with the highest number of family and systemic psychotherapists, 55% of staff were in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Family and Systemic Psychotherapists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 24% | 34% | 39% | 3% | **59** | **(100%)** |
| CYP Community Mental Health | 22% | 33% | 42% | 3% | **242** | **(100%)** |
| Adult Inpatient Mental Health | 14% | 29% | 29% | 29% | **7** | **(100%)** |
| CYP Inpatient Mental Health | 28% | 28% | 44% | 0% | **18** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | 0% | 0% | 100% | 0% | **1** | **(100%)** |
| Adult Inpatient Physical Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 14% | 0% | 86% | 0% | **7** | **(100%)** |

**Table 66**

Table 67 shows the HR metrics for family and systemic psychotherapists.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Family and Systemic Psychotherapists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 15.7% | 7.2% | ... | 15.3% | ... | ~ | ... | ~ |
| Vacancies | 7 | 11 | 0 | 2 | 0 | 0 | 0 | 0 |
| Sickness absence rate | 1.2% | 1.8% | 0.0% | 8.7% | ... | 0.6% | ... | 0.1% |
| Sickness absence days | 156 | 755 | 0 | 188 | 0 | 1 | 0 | 2 |
| Joiner rate | 6.7% | 8.6% | ... | 15.6% | ... | ... | ... | ~ |
| Joiners | 3 | 17 | 0 | 2 | … | … | … | 1 |
| Turnover rate | 8.4% | 10.8% | ... | 13.6% | ... | ... | ... | ~ |
| Leavers | 3 | 22 | 0 | 2 | … | … | … | 0 |
| Retention rate | 76.3% | 78.9% | ~ | 87.3% | ... | ... | ... | ~ |
| Retained | 31 | 154 | 3 | 12 | … | … | … | 4 |

###### Table 67

### Art Therapists

The art therapists (WTE) by service area chart shows that, overall, there were 314 WTE art therapists working in England. This figure was higher than the 229 WTE recorded in the 2023 census but lower than what was reported on the ESR at March 2024 (454 WTE).

These staff were spread across various service areas.

Most staff were working in community mental health services (134 WTE, 43% in CYP, and 103 WTE, 33% in adult services). There were no art therapists reported in adult community physical health or CYP inpatient physical health.

Does not include NHS Talking Therapies Census data

A graph with text on it

AI-generated content may be incorrect.

Staff profiles were based on small numbers in some service areas which made comparison difficult. Table 68 shows that there was a large proportion of art therapists on salary band 7 (58% in CYP and adult community mental health), with 17% paid above band 7 in CYP community mental health and 24% paid above band 7 in adult community mental health.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Art Therapists** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 0% | 1% | 16% | 58% | 15% | 7% | 2% | 0% | 0% | 0% | **83** | **(100%)** |
| CYP Community Mental Health | 1% | 0% | 0% | 1% | 23% | 58% | 14% | 3% | 0% | 0% | 0% | 0% | **111** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 1% | 3% | 78% | 18% | 0% | 0% | 0% | 0% | 0% | **42** | **(100%)** |
| CYP Inpatient Mental Health | 0% | 5% | 0% | 0% | 0% | 60% | 29% | 7% | 0% | 0% | 0% | 0% | **9** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | 0% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | **2** | **(100%)** |
| Adult Inpatient Physical Health | 41% | 0% | 0% | 0% | 4% | 33% | 22% | 0% | 0% | 0% | 0% | 0% | **7** | **(100%)** |
| CYP Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 2% | 0% | 0% | 1% | 16% | 61% | 16% | 4% | 1% | 0% | 0% | 0% | **254** | **(100%)** |

###### Table 68

Table 69 shows the percentage of trainees and qualified staff across service areas.

The number of qualified art therapists was higher than the number of trainees in all service areas.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Art Therapists** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 99% | 1% | **103** | **(100%)** |
| CYP Community Mental Health | 97% | 3% | **134** | **(100%)** |
| Adult Inpatient Mental Health | 100% | 0% | **58** | **(100%)** |
| CYP Inpatient Mental Health | 100% | 0% | **9** | **(100%)** |
| Adult Community Physical Health | … | … | **…** | **…** |
| CYP Community Physical Health | 50% | 50% | **2** | **(100%)** |
| Adult Inpatient Physical Health | 100% | 0% | **7** | **(100%)** |
| CYP Inpatient Physical Health | … | … | **…** | **…** |

###### Table 69

###### 

Table 70 shows the time in post.

In the largest service area for art therapists (CYP community mental health), 58% of staff had been in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Art Therapists** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 22% | 27% | 49% | 2% | **103** | **(100%)** |
| CYP Community Mental Health | 22% | 36% | 35% | 7% | **135** | **(100%)** |
| Adult Inpatient Mental Health | 20% | 37% | 40% | 3% | **35** | **(100%)** |
| CYP Inpatient Mental Health | 36% | 29% | 36% | 0% | **14** | **(100%)** |
| Adult Community Physical Health | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | 0% | 0% | 100% | 0% | **1** | **(100%)** |
| Adult Inpatient Physical Health | 10% | 20% | 70% | 0% | **10** | **(100%)** |
| CYP Inpatient Physical Health | … | … | … | … | **…** | **…** |

**Table 70**

Table 71 shows the HR metrics for art therapists.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data. Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Art Therapists** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 4.0% | 5.8% | ~ | ~ | ... | ~ | ~ | ... |
| Vacancies | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sickness absence rate | 3.0% | 3.2% | 1.8% | 0.4% | ... | 0.6% | 2.1% | ... |
| Sickness absence days | 709 | 797 | 103 | 4 | 0 | 2 | 28 | 0 |
| Joiner rate | 13.1% | 18.4% | ... | ~ | ... | ... | ~ | ... |
| Joiners | 10 | 18 | 0 | 2 | … | … | 0 | … |
| Turnover rate | 6.5% | 5.4% | ... | ~ | ... | ... | ~ | ... |
| Leavers | 5 | 5 | 0 | 1 | … | … | 0 | … |
| Retention rate | 83.9% | 78.8% | 85.2% | ~ | ... | ... | ~ | ... |
| Retained | 63 | 68 | 15 | 4 | … | … | 5 | … |

###### Table 71

### Psychological Wellbeing Practitioners

The psychological wellbeing practitioners (WTE) by service area chart shows that, overall, psychological wellbeing practitioners were reported as accounting for 5,621 (WTE) of the psychological professions’ workforce. This was higher than what was reported on the ESR in March 2024 (3,628 WTE), but comparable to the 2023 census (5,373 WTE). This is likely to be because many NHS Talking Therapies services do not use the ESR.

The majority of psychological wellbeing practitioners worked within NHS Talking Therapies services (4,728 WTE, 84%), with the remainder working in adult community mental health (668 WTE, 12%) and CYP community mental health (193 WTE, 3%). Less than 1% (33 WTE) of psychological wellbeing practitioners were reported as working across the remainder of the service areas.

Includes NHS Talking Therapies Census data.

**Psychological wellbeing practitioners (WTE) by service area**

84%, 4,728

12%, 668

Adult Community Mental Health

CYP Community Adult Inpatient

CYP Inpatient Mental Health

Adult Community Physical Health

CYP Community Adult Inpatient CYP Inpatient

NHS TTad

Mental Health Mental Health

Physical Health Physical Health Physical Health

0%, 1

0%, 2

0%, 0

0%, 7

0%, 0

0%, 23

3%, 193

Table 72 shows that most psychological wellbeing practitioners were reported to be paid at band 5 (56%), ranging from 15% in adult community physical health to 67% in adult inpatient physical health.

Within the 2 service areas with the largest numbers of psychological wellbeing practitioners, NHS Talking Therapies services and adult community mental health services, over half (57%) of the workforce were reported in salary band 5.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Includes NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Psychological wellbeing practitioners** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 30% | 57% | 11% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | **491** | **(100%)** |
| CYP Community Mental Health | 0% | 0% | 1% | 36% | 27% | 27% | 8% | 0% | 0% | 0% | 0% | 0% | **148** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 10% | 29% | 57% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | **21** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 0% | 0% | 0% | 15% | 56% | 28% | 0% | 0% | 0% | 0% | 0% | 0% | **7** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 0% | 0% | 0% | 67% | 0% | 33% | 0% | 0% | 0% | 0% | 0% | 0% | **2** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| NHS Talking Therapies | 0% | 2% | 29% | 57% | 11% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **4,644** | **(100%)** |
| **All Service Areas** | 0% | 2% | 28% | 56% | 12% | 2% | 0% | 0% | 0% | 0% | 0% | 0% | **5,314** | **(100%)** |

###### Table 72

Table 73 shows the percentage of trainees and qualified staff. The Qualified/Trainee split shown in table 75 includes NHS Talking Therapies Census data.

For most service areas, the percentage of qualified staff was higher than the trainees (ranging from 69% to 100%). In CYP inpatient physical health, there was 1 WTE trainee.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Psychological wellbeing practitioners** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 72% | 28% | **668** | **(100%)** |
| CYP Community Mental Health | 90% | 10% | **193** | **(100%)** |
| Adult Inpatient Mental Health | 96% | 4% | **23** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | 100% | 0% | **7** | **(100%)** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 100% | 0% | **2** | **(100%)** |
| CYP Inpatient Physical Health | 0% | 100% | **1** | **(100%)** |
| NHS Talking Therapies | 69% | 31% | **4,728** | **(100%)** |

**Table 73**

Table 74 shows the time in post.

The time in post shown in table 76 does not include NHS Talking Therapies Census data.

Over half of psychological wellbeing practitioners working within the adult community mental health service area were in post for less than a year (52%).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Psychological wellbeing practitioners** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 52% | 34% | 13% | 0% | **373** | **(100%)** |
| CYP Community Mental Health | 27% | 57% | 16% | 0% | **146** | **(100%)** |
| Adult Inpatient Mental Health | 26% | 42% | 32% | 0% | **19** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 63% | 25% | 13% | 0% | **8** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | 50% | 50% | 0% | 0% | **2** | **(100%)** |
| CYP Inpatient Physical Health | … | … | … | … | **…** | **…** |

**Table 74**

Table 75 shows the HR metrics for psychological wellbeing practitioners.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data. Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Psychological Wellbeing Practitioners** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 2.7% | 14.5% | ... | ... | ~ | ... | ~ | ~ |
| Vacancies | 13 | 23 | 0 | 0 | 0 | 0 | 1 | 0 |
| Sickness absence rate | 2.8% | 4.0% | 4.5% | ... | 0.0% | ... | 3.1% | ... |
| Sickness absence days | 4,450 | 1,264 | 301 | 0 | 0 | 0 | 15 | 0 |
| Joiner rate | 18.0% | 12.6% | ... | ... | ~ | ... | ~ | ~ |
| Joiners | 84 | 17 | 0 | … | 1 | … | 1 | 0 |
| Turnover rate | 21.7% | 13.0% | ... | ... | ~ | ... | ~ | ~ |
| Leavers | 102 | 17 | 0 | … | 0 | … | 1 | 0 |
| Retention rate | 51.2% | 69.7% | 72.2% | ... | ~ | ... | ~ | ~ |
| Retained | 240 | 91 | 13 | … | 6 | … | 1 | 1 |

###### Table 75

### Education Mental Health Practitioners

The education mental health practitioners (WTE) by service area chart shows that overall, the education mental health practitioners’ workforce was reported as accounting for 1,290 WTE of the psychological professions’ workforce. This was similar to the figure reported in the ESR at March 2024 (1,218 WTE) and higher than the 2023 census (856 WTE).

A large proportion of education mental health practitioners worked within CYP community mental health services (1,288 WTE, 100%).

Less than 1% (2 WTE) were reported as working in adult inpatient mental health services.

Does not include NHS Talking Therapies Census data.

**Education mental health practitioners (WTE) by service area**

100%, 1,288

0%, 0

0%, 2

0%, 0

0%, 0

0%, 0

0%, 0

0%, 0

Adult Community CYP Community Adult Inpatient

Mental Health Mental Health Mental Health

CYP Inpatient Adult Community CYP Community Adult Inpatient CYP Inpatient

Mental Health Physical Health Physical Health Physical Health Physical Health

As shown in table 76, in children and young people’s community mental health services, 29% of staff were paid at the trainee band (band 4), and 59% were paid at band 5. 12% were paid above band 5.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education Mental Health Practitioners** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Mental Health | 0% | 0% | 29% | 59% | 11% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **1,129** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **2** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 0% | 29% | 59% | 11% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **1,131** | **(100%)** |

###### Table 76

Table 77 shows the percentage of trainees and qualified staff.

The percentage of education mental health practitioners who were qualified was higher than the percentage of trainees across both service areas (72% in CYP community mental health and 100% in adult inpatient mental health).

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Education Mental Health Practitioners** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | … | … | **…** | **…** |
| CYP Community Mental Health | 72% | 28% | **1,288** | **(100%)** |
| Adult Inpatient Mental Health | 100% | 0% | **2** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | **…** | **…** |
| CYP Inpatient Physical Health | … | … | **…** | **…** |

###### Table 77

###### 

Table 78 shows the time in post.

78% of education mental health practitioners in CYP community mental health were in post for less than 3 years

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Education Mental Health Practitioners** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | … | … | … | … | **…** | **…** |
| CYP Community Mental Health | 32% | 46% | 18% | 4% | **825** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 100% | 0% | 0% | **2** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | … | … | … | … | **…** | **…** |

**Table 78**

Table 79 shows the HR metrics for education mental health practitioners.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education Mental Health Practitioners** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | ~ | 6.1% | ... | ... | ... | ... | ... | ... |
| Vacancies | 1 | 54 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sickness absence rate | ... | 2.1% | 1.4% | ... | ... | ... | ... | ... |
| Sickness absence days | 0 | 4,693 | 10 | 0 | 0 | 0 | 0 | 0 |
| Joiner rate | ... | 29.5% | ... | ... | ... | ... | ... | ... |
| Joiners | … | 218 | 0 | … | … | … | … | … |
| Turnover rate | ... | 17.4% | ... | ... | ... | ... | ... | ... |
| Leavers | … | 129 | 0 | … | … | … | … | … |
| Retention rate | ... | 72.8% | ~ | ... | ... | ... | ... | ... |
| Retained | … | 532 | 1 | … | … | … | … | … |

###### Table 79

### Children's Wellbeing Practitioners

The children’s wellbeing practitioners (WTE) by service area chart shows that overall, children’s wellbeing practitioners were almost exclusively recorded in children and young people’s community mental health services which accounted for 501 WTE (98%) of the total 513 WTE reported, with the remaining 12 WTE reported as working across the remainder of the service areas.

There were no children’s wellbeing practitioners working in CYP inpatient mental health, CYP community physical health, and adult inpatient physical health.

The 2023 census reported 475 WTE children’s wellbeing practitioners, with 381 WTE reported in the ESR at March 2024.

Does not include NHS Talking Therapies Census data.

**Children's wellbeing practitioners (WTE) by service area**

98%, 501

0%, 1

Adult Community CYP Community

1%, 5

Mental Health Mental Health

Adult Inpatient

Mental Health

0%, 0

CYP Inpatient

Mental Health

1%, 3

1%, 3

Adult Community

Physical Health

0%, 0

CYP Community

Physical Health

0%, 0

Adult Inpatient

Physical Health

CYP Inpatient

Physical Health

Staff profiles of children’s wellbeing practitioners were based on small numbers for some service areas which made comparison difficult.

As depicted in table 80, almost half (49%) of all children’s wellbeing practitioners were reported as being paid at band 5.

Children’s wellbeing practitioners within CYP community mental health services were mostly employed on band 4 (trainee banding, 33%) and band 5 (48%) with a smaller but notable number (16%) employed on band 6.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Children's Wellbeing Practitioners** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Community Mental Health | 0% | 3% | 33% | 48% | 16% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **383** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 20% | 80% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **5** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **3** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 0% | 0% | 36% | 64% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **3** | **(100%)** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 3% | 32% | 49% | 15% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **395** | **(100%)** |

###### Table 80

Table 81 shows the percentage of trainees and qualified staff.

Across service areas, most children’s wellbeing practitioners were reported as qualified.

Trainees comprised between 0% and 36% of the staff, with the highest proportion in CYP community mental health (30%).

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Children's Wellbeing Practitioners** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 100% | 0% | **1** | **(100%)** |
| CYP Community Mental Health | 70% | 30% | **501** | **(100%)** |
| Adult Inpatient Mental Health | 80% | 20% | **5** | **(100%)** |
| CYP Inpatient Mental Health | … | … | **…** | **…** |
| Adult Community Physical Health | 100% | 0% | **3** | **(100%)** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 100% | 0% | **3** | **(100%)** |

###### Table 81

Table 82 shows the staff time in post.

In the service area with more children’s wellbeing practitioners (CYP community mental health), 80% of staff were in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

**7**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Children's Wellbeing Practitioners** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 100% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Community Mental Health | 30% | 50% | 16% | 5% | **234** | **(100%)** |
| Adult Inpatient Mental Health | 100% | 0% | 0% | 0% | **4** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | 33% | 67% | 0% | 0% | **3** | **(100%)** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 100% | 0% | 0% | 0% | **3** | **(100%)** |

###### Table 82

Table 83 shows the HR metrics for children’s wellbeing practitioners.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Children's Wellbeing Practitioners** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | ... | 0.1% | ... | ... | ... | ... | ... | ~ |
| Vacancies | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sickness absence rate | 0.0% | 2.3% | 1.8% | ... | ... | ... | ... | 0.2% |
| Sickness absence days | 0 | 1,903 | 33 | 0 | 0 | 0 | 0 | 2 |
| Joiner rate | ~ | 24.6% | ... | ... | ~ | ... | ... | ... |
| Joiners | 0 | 73 | 0 | … | 1 | … | … | 3 |
| Turnover rate | ~ | 17.0% | ... | ... | ~ | ... | ... | ... |
| Leavers | 0 | 50 | 0 | … | 0 | … | … | 0 |
| Retention rate | ~ | 58.1% | ~ | ... | ~ | ... | ... | ... |
| Retained | 0 | 165 | 5 | … | 2 | … | … | 0 |

###### Table 85

### Mental Health and Wellbeing Practitioners

The mental health and wellbeing practitioners (WTE) by service area chart shows that overall, mental health and wellbeing practitioners were reported as accounting for 1,134 WTE of the psychological professions’ workforce. This was significantly higher than the 2023 census, where 518 WTE were reported (354 WTE reported in the ESR at March 2024).

It is not clear how to account for this discrepancy.

A large proportion of mental health and wellbeing practitioners worked in adult community mental health services (806 WTE, 71%).

The second highest percentage of staff worked in CYP community mental health services (281 WTE, 25%). This was unexpected as the role is not designed for work with children. The finding may reflect the mis-labelling of roles.

Does not include NHS Talking Therapies Census data.

**Mental health and wellbeing practitioners (WTE) by service area**

71%, 806

Adult Community CYP Community Adult Inpatient

Mental Health Mental Health Mental Health

CYP Inpatient Adult Community CYP Community Adult Inpatient CYP Inpatient

Mental Health Physical Health Physical Health Physical Health Physical Health

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  | |
|  |  | |
|  |  | |
|  |  | |
|  | 25%, 281 | |
|  |  | 3%, 35 0%, 1 0%, 0 0%, 0 0%, 0 1%, 11 |
|  |  |
|  |  |

The expected qualified pay band for mental health and wellbeing practitioners was band 5.

The fact that table 84 shows that 47% were reported as being paid above band 5 at this early stage in the deployment of the role suggests a possible mislabeling of roles.

The total WTE in the table is reported differently from the above WTE across all service areas, due to submission of abridged templates by participants, which did not include banding details.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Mental health and wellbeing practitioners** | **Unpaid or Volunteer** | **Bands**  **1-3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **Band 9+** | **Medical salary scale** | **Total WTE** | |
| Adult Community Mental Health | 1% | 2% | 22% | 29% | 45% | 0% | 1% | 0% | 0% | 0% | 0% | 0% | **775** | **(100%)** |
| CYP Community Mental Health | 0% | 2% | 33% | 20% | 43% | 1% | 0% | 0% | 0% | 0% | 0% | 0% | **267** | **(100%)** |
| Adult Inpatient Mental Health | 0% | 0% | 14% | 23% | 63% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | **35** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | … | … | … | … | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 9% | 9% | 0% | 0% | 8% | 73% | 0% | 0% | 0% | 0% | 0% | 0% | **11** | **(100%)** |
| NHS Talking Therapies | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | **…** | **…** |
| **All Service Areas** | 0% | 2% | 24% | 27% | 45% | 1% | 1% | 0% | 0% | 0% | 0% | 0% | **1,088** | **(100%)** |

###### Table 84

Table 85 shows the percentage of trainees and qualified staff.

The majority of mental health and wellbeing practitioners were qualified, with the exception of staff working in adult inpatient mental health where trainees accounted for 97% of the workforce.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Mental health and wellbeing practitioners** | **Qualified** | **Trainee** | **Total WTE** | |
| Adult Community Mental Health | 84% | 16% | **806** | **(100%)** |
| CYP Community Mental Health | 95% | 5% | **281** | **(100%)** |
| Adult Inpatient Mental Health | 3% | 97% | **35** | **(100%)** |
| CYP Inpatient Mental Health | 100% | 0% | **1** | **(100%)** |
| Adult Community Physical Health | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 100% | 0% | **11** | **(100%)** |

###### Table 85

Table 86 shows the time in post.

90% of mental health and wellbeing practitioners in adult community mental health services had been in post for less than 3 years.

Does not include NHS Talking Therapies Census data.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Mental health and wellbeing practitioners** | **Up to 1 year** | **1 to < 3 years** | **More than 3 years** | **Not known** | **Total headcount** | |
| Adult Community Mental Health | 31% | 59% | 8% | 2% | **646** | **(100%)** |
| CYP Community Mental Health | 30% | 47% | 23% | 0% | **272** | **(100%)** |
| Adult Inpatient Mental Health | 100% | 0% | 0% | 0% | **1** | **(100%)** |
| CYP Inpatient Mental Health | … | … | … | … | **…** | **…** |
| Adult Community Physical Health | … | … | … | … | **…** | **…** |
| CYP Community Physical Health | … | … | … | … | **…** | **…** |
| Adult Inpatient Physical Health | … | … | … | … | **…** | **…** |
| CYP Inpatient Physical Health | 8% | 42% | 50% | 0% | **12** | **(100%)** |

###### Table 86

###### 

Table 87 shows the HR metrics for mental health and wellbeing practitioners.

Due to small numbers, inferences are impossible to make from differences in rates across service areas.

Does not include NHS Talking Therapies Census data.

Please note: “…” shows when insufficient data has been submitted to calculate the metric. A “~” shows where the rate is not calculated due to the denominator being suppressed as less than or equal to 10.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Mental health and wellbeing practitioners** | **Adult CMH** | **CYP CMH** | **Adult IMH** | **CYP IMH** | **Adult CPHY** | **CYP CPHY** | **Adult IPHY** | **CYP IPHY** |
| Vacancy rate | 3.6% | 0.9% | ... | ... | ... | ... | ... | 49.3% |
| Vacancies | 27 | 2 | 0 | 0 | 0 | 0 | 0 | 11 |
| Sickness absence rate | 2.9% | 2.1% | ... | ... | ... | ... | ... | 11.0% |
| Sickness absence days | 5,811 | 1,623 | 0 | 0 | 0 | 0 | 0 | 389 |
| Joiner rate | 22.5% | 22.0% | ... | ... | ... | ... | ... | ~ |
| Joiners | 160 | 55 | 0 | … | … | … | … | 5 |
| Turnover rate | 20.7% | 21.4% | ... | ... | ... | ... | ... | ~ |
| Leavers | 147 | 53 | 0 | … | … | … | … | 1 |
| Retention rate | 69.1% | 76.8% | ~ | ... | ... | ... | ... | ~ |
| Retained | 480 | 177 | 1 | … | … | … | … | 7 |

###### Table 87

Appendices

Adult community mental health service profile

**Adult Community Mental Health Specialist Teams Service Profile (WTE)**

37%, 2,704

18%, 1,329

3%, 208

0%, 29

5%, 383

2%, 146 2%, 178

4%, 272 4%, 280 4%, 296

9%, 644

2%, 115 1%, 86

1%, 42

8%, 566

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Generic CMHT CRHT Assertive | Early | Assessment & Rehabilitation | Forensic | Eating | Perinatal | Older People | Memory | ASD (autism | ADHD team Other | Other Adult |
| Outreach | Intervention | Brief and Recovery |  | Disorders |  |  | Services | spectrum | neurodiversity | CMHTs |
|  | (incl early | Intervention |  |  |  |  |  | disorder) team | team |  |
|  | Onset |  |  |  |  |  |  |  |  |  |
|  | Psychosis) |  |  |  |  |  |  |  |  |  |

Does not include NHS Talking Therapies Census data.

Adult inpatient mental health service profile

**Adult Inpatient Mental Health Specialist Teams Service Profile (WTE)**

36%, 347

14%, 137

11%, 104

9%, 83

6%, 62

6%, 61

3%, 25

4%, 36

4%, 35

3%, 30

1%, 6

1%, 11

2%, 22

Adult Acute

Older Adult

PICU

Eating Disorders Mother & Baby Low Secure Medium Secure High Secure High Dependency Longer Term Neuropsychiatry Substance Other Specialist

Rehabilitation Complex/ /Acquired Brain Misuse/ Addiction Mental Health Continuing Care Injury Services Beds

(excludes CYPMHS and MoD)

Does not include NHS Talking Therapies Census data.

Adult community physical health service profile

**Adult Community Physical Health Specialist Teams Service   
Profile (WTE)**

79%, 213

21%, 56

0%, 0

Public Health and Prevention

0%, 1

Physical Health

Dementia and Memory

Services

Other

Does not include NHS Talking Therapies Census data.

Adult inpatient physical health service profile

**Adult Inpatient Physical Health**

**Specialist Teams Service Profile (WTE)**

78%, 596

9%, 66

4%, 34

2%, 15

4%, 31

1%, 10

2%, 12

Cardiovascular

Cancer

Stroke

Diabetes

Dementia and Memory Services

Respiratory

Other

Does not include NHS Talking Therapies Census data.

CYP community mental health service profile

**CYP Community Mental Health**

**Specialist Teams Service Profile (WTE)**

43%, 2,279

31%, 1,669

5%, 283

2%, 81 1%, 37

8%, 433

2%, 81 2%, 97

0%, 19

6%, 321

General Mental Health Support

Team (MHST)

Eating Disorder Crisis services Forensic Other specialist

community team

ASD (Autism spectrum

disorder) team

ADHD team Other Neurodiversity

team

Other

Does not include NHS Talking Therapies Census data.

CYP inpatient mental health service profile

**CYP Inpatient Mental Health**

**Specialist Teams Service Profile (WTE)**

56%, 117

31%, 65

7%, 15

4%, 8

1%, 2

0%, 0

2%, 3

General Admission (Children)

General Admission (Adolescents)

Eating Disorders

PICU

Low Secure

Medium Secure

Other

Does not include NHS Talking Therapies Census data.

CYP community physical health service profile

**CYP Community Physical Health**

**Specialist Teams Service Profile (WTE)**

91%, 38

7%, 3

2%, 1

Public Health and Prevention

Physical Health

Other

Does not include NHS Talking Therapies Census data.

CYP inpatient physical health service profile

**CYP Inpatient Physical Health**

**Specialist Teams Service Profile (WTE)**

91%, 227

2%, 6

3%, 8

4%, 9

0%, 0

Cancer

Asthma

Epilepsy

Diabetes

Other

Does not include NHS Talking Therapies Census data.

Appendices

Definitions

**Adult services**: Services that provide care for adults aged 18 years and older

**CYP services**: Services that provide care for children and young people aged 17 years or younger.

**Whole Time Equivalent:** A measure of working time expressed as a proportion of the standard whole time working for a grade. For example, if Registered Nurse has a 37.5 hour week contract and they work 15 hours a week, they would be 0.4 WTE. If the standard hours for a full time Junior Doctor are 40 hours a week and an individual Junior Doctor contracts to work 40 hours per week, then that employee's WTE is = 1.0.

**In Post:** WTE as at 31 March 2024. This includes contracted staff in post and bank and/or agency cover who were in place on this date (question will specify bank and/or agency inclusion). This should include all staff directly employed by the organisation, regardless of the location in which they work. Do not include staff employed by other organisations working within your organisation as part of a service agreement - these staff should be captured by the employing organisation.

**Bank & Agency staff (WTE) :** The number of staff (WTE) who are on a bank or agency contract at 31 March 2024.

**Number of Vacancies (WTE):** The difference between the number of reported Whole Time Equivalent (WTE) permanent or fixed-term staff in post and planned workforce levels. For over establishment, this is recorded as a negative figure. All 'true' vacancies should be recorded as a positive figure. This is excluding bank and agency staff.

**Joiners (WTE):** The number of new staff that joined the service during the period from the 1 April 2023 to the 31 March 2024. This could include staff who both joined and left their role within the 12-month period. This is excluding bank and agency staff.

**Retention (WTE):** Staff in post (excluding bank and agency staff) on the 1 April 2023 who were still in post on 31 March 2024.

**Sickness absence days:** Total number of WTE staff sickness days including non-working days. For example, a member of staff that usually works Monday to Friday and is off sick Friday through to Monday would report 4 days sickness. In line with NHS Digital definition.

**Total available working days:** Total number of contracted WTE staff days available in the period. For example, a full-time member of staff would have 365 available days compared to 182.5 for a staff member working 0.5WTE. Excludes: maternity leave and unpaid leave.

Leaver destinations

**Remained within NHS commissioned services:** Staff who left their post between 1 April 2023 and 31 March 2024 but remained within NHS commissioned services in their next role (within the same organisation or a different organisation).

**Left NHS commissioned services:** Staff who left their post between 1 April 2023 and 31 March 2024, and did not work within NHS commissioned services in their next role (within the same organisation or a different organisation).

**Retired**: Staff who left their post between 1 April 2023 and 31 March 2024 due to retirement

**Unknown/Other:** Staff who left their post between 1 April 2023 and 31 March 2024, with an unknown destination of their next role.

Calculations

**Funded Establishment (WTE):** Funded Establishment is calculated by the staff in post collected in the workforce tab minus the bank & agency staff, and then added to the number of vacancies.

**Vacancy rate:** Vacancy rate is the number of vacancies divided by the funded establishment.

**Joiner rate:** The numerator is the number of joiners, and the denominator is staff in post at the start of the year (calculated by staff in post at end of the year excl. bank and agency, minus joiners, plus leavers).

**Retention rate:** The numerator is the number of retained staff, and the denominator is staff in post at the start of the year (calculated by staff in post at end of the

year excl. bank and agency, minus joiners, plus leavers).

**Turnover rate:** The numerator is the total number of leavers, and the denominator is staff in post at the start of the year (calculated by staff in post at end of the year excl. bank & agency, minus joiners, plus leavers).

**Sickness absence rate:** Sickness absence rate - the number of the sickness absence days divided by the total available working days.

Staff role groups

|  |  |  |
| --- | --- | --- |
| **Psychologists** | **Clinical associate in psychology** | **Assistant psychologists** |
| Clinical psychologists | Clinical associate in psychology | Assistant psychologists |
| Trainee clinical psychologists | Trainee clinical associate in psychology |  |
| Counselling psychologists |  |  |
| Trainee counselling psychologists |  |  |
| Forensic psychologists |  |  |
| Trainee forensic psychologists |  |  |
| Health psychologists |  |  |
| Trainee health psychologists |  |  |
| Psychologists (other) |  |  |
| Trainee psychologists (other) |  |  |

|  |  |  |
| --- | --- | --- |
| **Psychological Therapists (1)** | **Psychological Therapists (2)** | **Psychological Practitioners** |
| Cognitive behavioural therapists | Trainee music therapists | Psychological wellbeing practitioners |
| Trainee cognitive behavioural therapists | Medical psychotherapists | Trainee psychological wellbeing practitioners |
| Counsellors | Higher trainee in medical psychotherapy | Education mental health practitioners |
| Trainee counsellors | Psychological therapists (other) | Trainee education mental health practitioners |
| Child and adolescent psychotherapists | Trainee psychological therapists (other) | Children's wellbeing practitioners |
| Trainee child and adolescent psychotherapists |  | Trainee children's wellbeing practitioners |
| Adult psychotherapists |  | Mental health and wellbeing practitioners |
| Trainee adult psychotherapists |  | Trainee mental health and wellbeing practitioners |
| Family and systemic psychotherapists |  | Youth intensive psychological practitioners |
| Trainee family and systemic psychotherapists |  | Trainee youth intensive psychological practitioners |
| Art therapists |  |  |
| Trainee art therapists |  |  |
| Dramatherapists |  |  |
| Trainee dramatherapists |  |  |
| Music therapists |  |  |

###### Table 88

ESR staff roles

|  |  |  |  |
| --- | --- | --- | --- |
| **ESR staff role** | | | **Census staff role** |
| Applied Psychologist - Clinical | Clinical Psychologists | | |
| Applied Psychologist - Counselling | Counselling Psychologists | | |
| Applied Psychologist - Educational | Psychologists (other) | | |
| Applied Psychologist - Forensic | Forensic Psychologists | | |
| Applied Psychologist - Health | Health Psychologists | | |
| Applied Psychologist - Neuropsychologist | Psychologists (other) | | |
|
| Applied Psychologist - Occupational | Psychologists (other) | | |
|
| Applied Psychologist - Sports and Exercise | Psychologists (other) | | |
|
| Art Therapist | Art Therapists | | |
|
| Art Therapist Advanced Practitioner | Art Therapists | | |
|
| Art Therapist Consultant | Art Therapists | | |
|
| Art Therapist Manager | Art Therapists | | |
|
| Art Therapist Specialist Practitioner | Art Therapists | | |
|
| Assistant Psychologist | Assistant Psychologists | | |
|
| Assistant Psychotherapist | Psychological Therapists (other) | | |
|
| Child and Adolescent Psychological Therapist/Psychotherapist | Child and Adolescent Psychotherapists | | |
|
| Children's Wellbeing Practitioner | Children's Wellbeing Practitioners | | |
| Clinical Associate in Psychology | Clinical Associate in Psychology | | |
| Cognitive Behavioural Therapist | Cognitive Behavioural Therapists | | |
| Counsellor | Counsellors | | |
| Dramatherapist | Dramatherapists | | |
| Dramatherapist Manager | Dramatherapists | | |
| Dramatherapist Specialist Practitioner | Dramatherapists | | |
|
| Dramatherapist | Dramatherapists | | |
|
| Dramatherapist Manager | Dramatherapists | | |
|
| Dramatherapist Specialist Practitioner | Dramatherapists | | |
|
| Education Mental Health Practitioner | Education Mental Health Practitioners | | |
|
| Family Therapist | Family and Systemic Psychotherapists | | |
|
| High Intensity Therapist | Psychological Therapists (other) | | |
|
| Mental Health and Wellbeing Practitioner | Mental Health and Wellbeing Practitioners | | |
|
| Music Therapist | Music Therapists | | |
|
| Music Therapist Consultant | Music Therapists | | |
|
| Music Therapist Manager | Music Therapists | | |
| Music Therapist Specialist Practitioner | | Music Therapists | |
| Psychological Wellbeing Practitioner | | Psychological Wellbeing Practitioners | |
| Psychotherapist | | Adult Psychotherapists | |
| Social Worker - Psychological Therapist | | Psychological Therapists (other) | |
|
| Trainee Child/Adolescent Psychological Therapist/Psychotherapist | | Trainee Child and Adolescent Psychotherapists | |
|
| Trainee Children's Wellbeing Practitioner | | Trainee Children's Wellbeing Practitioners | |
|
| Trainee Clinical Associate in Psychology | | Trainee Clinical Associate in Psychology | |
|
| Trainee Clinical Psychologist  Trainee Cognitive Behavioural Therapist | | Trainee Clinical Psychologists  Trainee Cognitive Behavioural Therapists | |
|
| Trainee Counselling Psychologist | | Trainee Counselling Psychologists | |
| Trainee Counsellor | | Trainee Counsellors | |
| Trainee Education Mental Health  Practitioner | | Trainee Education Mental Health Practitioners | |
| Trainee Family Therapist | | Trainee Family and Systemic Psychotherapists | |
|
| Trainee Health Psychologist | | Trainee Health Psychologists | |
| Trainee High Intensity Therapist | | Trainee Psychological Therapists (other) | |
| Trainee Mental Health and Wellbeing Practitioner | | Trainee Mental Health and Wellbeing Practitioners | |
|
| Trainee Other Applied Psychologist | | Trainee Psychologists (other) | |
|
| Trainee Psychological Wellbeing Practitioner | | Trainee Psychological Wellbeing Practitioners | |
|
| Trainee Youth Intensive Psychological Practitioner | | Trainee Youth Intensive Psychological Practitioners | |
| Youth Intensive Psychological Practitioner | | Youth Intensive Psychological Practitioners | |

Table 89

Additional data sources

167 services submitted to the 2023 NHS Talking Therapies Census (106 NHS trusts,18 independent providers, 28 voluntary providers, 15 social enterprise / CIC providers).

A summary of where NHS Talking Therapies Census data has been integrated with the Psychological Professions Workforce Census data is detailed in table 90.

|  |  |  |
| --- | --- | --- |
| **Analysis** | **Included** | **Comments** |
| Workforce summary by services area | Yes |  |
| Workforce summary by staff role | Yes |  |
| Workforce summary by region | Yes |  |
| Workforce summary by organisation type | Yes | Displayed separately as organisation types varied in the two censuses. |
| Staff role groups by service area | Yes |  |
| Staff role groups by salary band | Yes |  |
| Staff role by salary band | Yes |  |
| Workforce (overall) demographic profiles | Yes |  |
| Time in post by service area | No | Not collected in NHS Talking Therapies Census. |
| Time in post by staff role | No | Not collected in NHS Talking Therapies Census. |
| Metric data by service area | Yes |  |
| Metric data by staff role | No | Not collected in NHS Talking Therapies Census. |
| Qualified / trainee split by service area | No | NHS Talking Therapies Census only collected trainee WTE for Trainee Psychological Wellbeing Practitioners. |
| Qualified / trainee split by staff role | Limited | NHS Talking Therapies Census only collected trainee WTE for Trainee Psychological Wellbeing Practitioners. |

###### Table 90

Glossary

|  |  |
| --- | --- |
| **Acronym** | **Full term** |
| NHSE WTE | NHS England Workforce, Training and Education |
| NHSBN | NHS Benchmarking Network |
| VCSE | Voluntary, Community and Social Enterprise |
| CYP | Children and Young People |
| NHS Talking Therapies or NHS TTad | NHS Talking Therapies for anxiety and depression |
| WTE | Whole Time Equivalent |
| ESR | Electronic Staff Record |
| CMH | Community Mental Health |
| IMH | Inpatient Mental Health |
| CPHY | Community Physical Health |
| IPHY | Inpatient Physical Health |
| Generic CMHT | Generic Community Mental Health Teams |
| CRHT | Crisis Resolution and Home Treatment Teams |
| ADHD team | Attention Deficit Hyperactivity Disorder team |
| CYPMHS | Children and Young People Mental Health Services |

###### Table 91

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