

Census of the IAPT Workforce as at August 2012

IAPT Programme, March 2013

1. Introduction

- 1.1. This paper presents the outcome of the IAPT Workforce Census undertaken in 2012. The annual IAPT Workforce Census started in 2011 to capture the constituency of IAPT workers who contribute to the minimum data set, operate within a stepped care model and represent a qualified and competent workforce. The census comprises a record of workforce composition on 31st August 2012.
- 1.2. IAPT Regional Leads were asked to disseminate a spreadsheet for completion by providers of IAPT services. Once completed the Census spreadsheet was returned to the central team for analysis.
- 1.3. Resource limitations meant that data quality checks and data cleansing were not undertaken so only raw data has been collated and included in the analysis. This census should not be seen as an authoritative statement of progress in delivering government commitments as outlined in key policy statements¹, rather it is an attempt to provide a structured approach to surveying the psychological therapies workforce in IAPT services, a census, which could be applied on an annual basis.
- 1.4. Comparison between the 2011 and 2012 Censuses is problematic for the following reasons:
 - 1.4.1. 2011 Workforce Census provided workforce data which could not be validated post hoc
 - 1.4.2. 2012 Workforce Census had variable SHA returns
 - 1.4.3. Several providers, known to employ a significant number of the IAPT workforce in 2012, did not contribute to census returns.
 - 1.4.4. Change to the Census taxonomy.
- 1.5. The key outcome of 2012 Census is the provision of the IAPT workforce baseline in terms of composition and size. The 2011 Census was beneficial in highlighting the need for data classifications, which providers were able to understand and apply when identifying the workforce, but did not offer comparable data in which to indicate workforce changes.

2. 31 August 2012 Census Categories

- 2.1. Providers were asked to provide the following workforce information. Number of:
 - ◆ Qualified and Trainee CBT High Intensity Workers
 - ◆ Qualified & Trainee PWP Workers

¹ 'Talking Therapies: A Four Year Plan of Action', Department of Health, February 2011

- ◆ Senior PWP Workers
- ◆ PWP Workers ((who are unqualified or whose course is non-accredited) ²)
- ◆ Therapists delivering Counselling for Depression
- ◆ Therapists delivering Couple Therapy for depression
- ◆ Therapists delivering Brief Dynamic Interpersonal Therapy
- ◆ Therapists delivering Interpersonal Psychotherapy

2.2. New categories were introduced to assist with providing an accurate picture of the workforce as at 31 August 2012. These were the number of:

- ◆ Other Counsellors
- ◆ Other Therapists
- ◆ Employment Support Co-ordinators
- ◆ Employment Advisors
- ◆ Vacancies e.g. due to maternity leave, sick leave etc.
- ◆ Practitioners who provide both therapy and supervision
- ◆ Practitioners who provide supervision only
- ◆ Supervisors who have attended an IAPT approved supervisor training course

3. Census Response

3.1. 131 out of 151 Primary Care Trusts (PCTs) provided completed Census returns in 2012. 131 PCTs also provided data for the 2011 Census, However the PCTs failing to provide returns were not the same in each period.

3.2. Census returns were provided from each SHA region as follows;

Table 1

Region	% of PCTs submitting returns	Number of PCTs that did not submit a return
East of England	92%	2
East Midlands	67%	3
London	74%	8
North East	100%	0
North West	100%	0
South Central	100%	0
South East Coast	75%	2
South West	100%	0
West Midlands	94%	1

² At the start of the programme, experienced mental health staff were taken on as PWPs but without any training. Some of these have successfully completed "top up" training and have been counted as "qualified". Those who have received no PWP training or have completed a PWP programme that has not been accredited have been counted as "unqualified".

Region	% of PCTs submitting returns	Number of PCTs that did not submit a return
Yorkshire & Humber	67%	5
Nationally	87%	21

4. Tackling 2011 Census data issues

- 4.1. All workforce categories were defined by the central team, to enable accurate data collection and to reduce any ambiguity or confusion among respondents.
- 4.2. To enable accuracy and avoid double counting, supervisors were captured as follows:
 - Practitioners who provide both therapy and supervision
 - Of these the number of individuals who provide supervision and have completed an IAPT approved supervisor training course in supervision.
 - Staff who provide supervision only (i.e. non-practitioner)
- 4.3. Respondees were also asked to classify high intensity therapists by their primary function of CBT intervention, where appropriate.

5. Workforce Census Results

- 5.1. 5860 workers were employed in IAPT as at 31 August 2012. This figure includes Employment Support Co-ordinators and Employment Advisors, not collected in the 2011 Census. Of these 3870 (or 76%) are High intensity or PWP workers. A breakdown of the workforce by sector is presented at Appendix A. A breakdown by SHA region is presented at Appendix B.

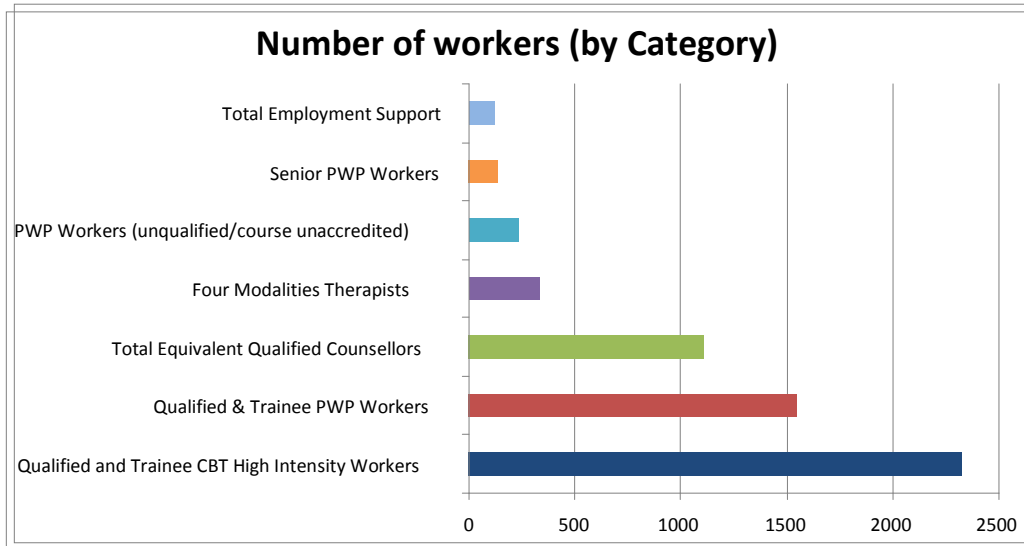
High Intensity CBT Therapists

- 5.2. 40% of the 2012 workforce is classified as CBT High Intensity Therapists (Qualified and trainee). Of these 87% are qualified CBT High Intensity Therapists (HITs) and 13% are trainees.

Psychological Well Being Practitioners

- 5.3. PWPs represent 33% of the current workforce. This proportion of workers can be disaggregated as 61% qualified PWPs, 19% trainees, 7% senior PWP workers and 12% are staff who work as PWPs but have not successfully completed accredited PWP training.
- 5.4. An increasing number of services have opted to configure the ratio of PWPs to HITs as 50:50, a move away from the 60:40 ratio initially recommended to the 35 first wave sites, in implementation guidance published 2008.

Table 1: Number of IAPT Workers

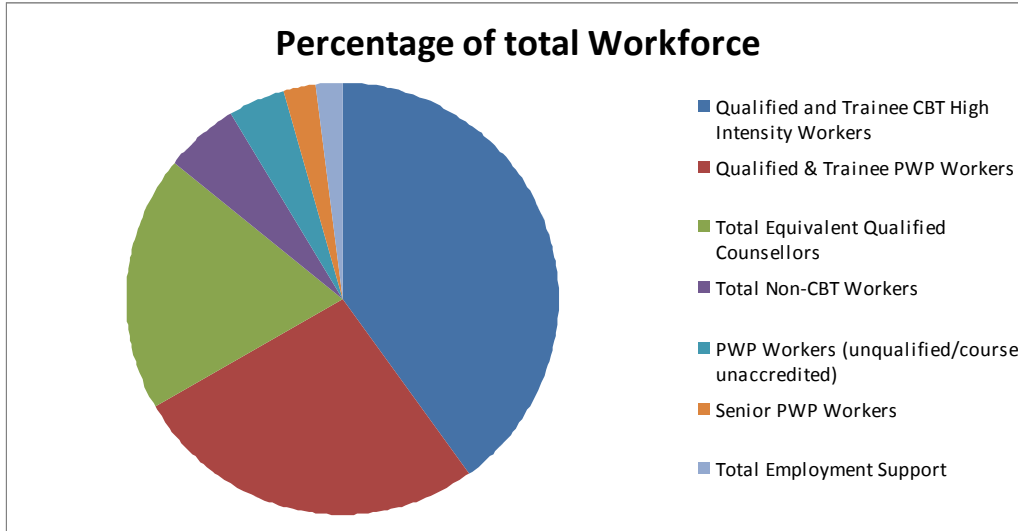


5.5. Of the total workforce 4% were unqualified PWPs (staff who have not completed “top up” training or have qualified from a non-accredited programme). Among staff working as PWPs 12% of the overall PWP workforce have not meet the quality standards of the PWP Course Accreditation process and this must raise concerns about the quality and competency of this sector of the IAPT workforce. Further discussions with the professional bodies involved, that is, BABCP, BPS and HEIs would be beneficial to consider and strategise about how this situation might be improved. Within an IAPT compliant service, we would expect the proportion of PWPs who have not attended accredited courses to be a negligible as services seek to upskill their existing workforce.

Senior PWPs

5.6. Senior PWPs represent 2.3% of the total workforce. The Senior PWP role demonstrates the progression route available to some PWPs and response of service managers seeking to match skills to local need.

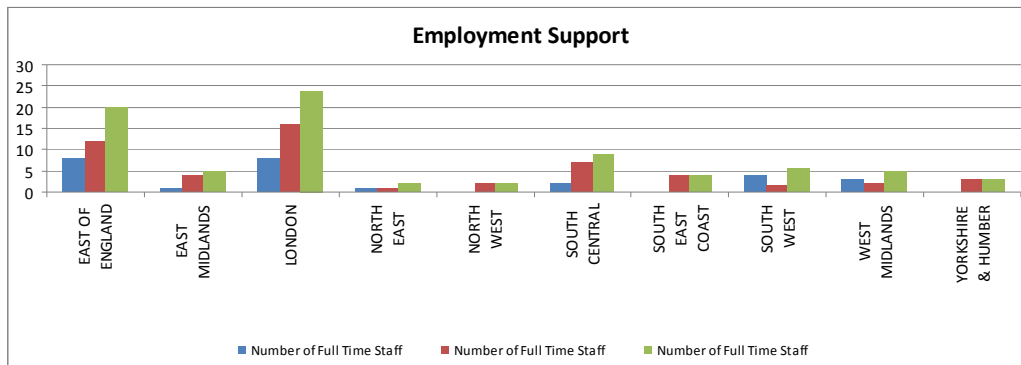
Table 2: Percentage of Total IAPT Workforce



Employment Support

5.7. The Census requested the numbers of Employment Support Co-ordinators and Employment Advisors. Employment support totalled just 2% of the workforce. 1% were Employment Support co-ordinators and 1% were Employment advisors. The 2% figure was lower than expected but helped provide a baseline for this category of the workforce.

Table 3: Employment Support by Region



Part-time Work Patterns

5.8. The proportion of part-time workers working as High Intensity Therapists, Psychological Wellbeing Practitioners and Therapists delivering additional therapies needs to be taken into account especially when considering the ability of therapists to reduce waiting times.

5.9. Data collected within the census shows that therapists delivering additional therapies (56 per cent), counsellors (80 per cent) and other therapists (58 per cent) are more likely to be employed on a part-time basis. Working patterns of the CB and non-CBT workforce affects the capacity of IAPT services to deliver reduce waiting times for other NICE approved and therapy choice. Therefore the proportion of part-time workers needs to be considered alongside headcount to ensure Service managers have a comprehensive understanding of the workforce profile and can commission training places based on service requirements.

Table 5

Staff group	Number (and Percentage of total Workforce)	Percent of workforce grade	Average days per week
Total Qualified CBT High Intensity Workers	2019 (30.5%)		
Full time		72%	5.00
Part-time		28%	2.14
Trainee CBT High Intensity Workers	304 (4.6%)		
Full time		96%	5.00
Part-time		4%	2.92
Qualified PWP Workers	1175.5 (17.7%)		
Full time		81%	5.00
Part-time		19%	2.17
Trainee PWP Workers	371.5 (5.6%)		
Full time		94%	5.00
Part-time		4%	4.50

Senior PWP workers	136 (2.3%)		
Full time		85%	5.00
Part-time		15%	5.22
Non-CBT (4 modalities) workers	333 (5.7%)		
Full time		44%	5.00
Part-time		56%	1.74
Qualified counsellors (non 4 modalities)	1110 (19%)		
Full time		25%	5.00
Part-time		75%	2.24

Four Modalities

5.10. The classification used for Four Modality workforce was improved in 2012 to specifically identify this workforce and make it distinct from other counsellors or therapists providing NICE concordant therapies.

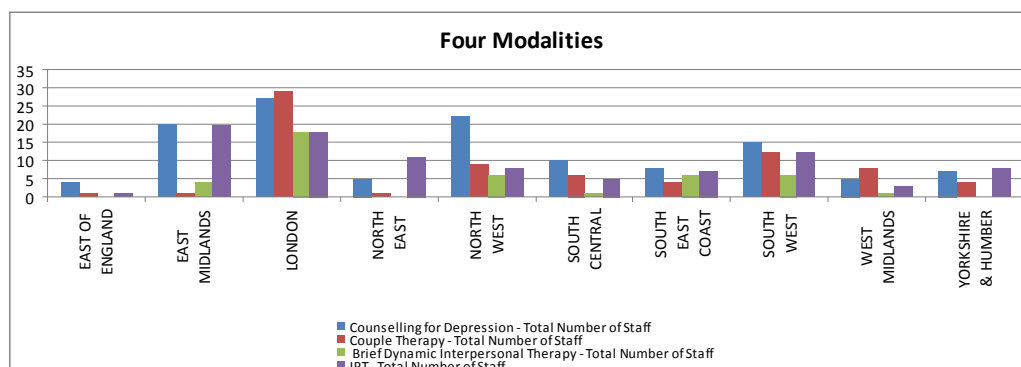
5.11. Four modality therapists represented 6 per cent of the workforce population, less than half the proportion of other counsellors employed across IAPT services. The percentage of therapists qualified to provide one or more of the four-modality therapies could be higher, given that the Census did not seek to capture numbers trained in 'more than one' NICE approved therapy.

5.12. The Four Modalities workforce is quantified as follows:

- 2% - Counselling for Depression
- 1% - Couple Therapy for Depression
- 1% - Brief Dynamic Interpersonal Therapy
- 2% - Interpersonal Psychotherapy

5.13. Originally, IAPT Guidance was to establish a workforce with four modalities trained therapists representing between 8-16% of the workforce. Based on this staff ratio, improved strategies for increasing the commissioning of four modalities trained staff may be required by the end of the IAPT roll-out period.

Table 6: Four Modalities Provision by Region



Other Therapists

5.14. Other counsellors (non-4 modalities) represented 14 per cent of the workforce and other therapists equated to 5 per cent of the IAPT workforce. Altogether, these constituted the remaining 27% of the IAPT workforce (i.e. non-CBT therapists and practitioners (made up of employment support (2%); 4 modalities trained (6%); other therapists (5%); other counsellors (14%).

5.15. The ‘Other counsellor’ category were defined as “counsellors with a recognised counselling qualification but not qualified in Counselling for Depression”. ‘Other therapists’ was described as “workers who provide high or low intensity intervention and are funded from the IAPT service budget or MPET budget employed in a fully compliant IAPT service”. This definition covered a recently identified IAPT workforce who are employed for a limited period in an IAPT service, contribute to the minimum data set, but can be employed for less than a year on secondment or similar contractual arrangements.

Supervisors

5.16. Supervisors were proportioned as follows:

Table 7

Supervisor Category	Numbers
Practitioners who provide both therapy and supervision	1519
Of these, the number of individuals who provide supervision and have attended/ successfully completed an IAPT approved supervisor training course	986
Staff who provide supervision only (i.e. non-practitioner)	54

5.17. Practitioners who provided both therapy and supervision, represented 26 per cent of the workforce and 65 per cent of this group of supervisors have completed IAPT supervision training.

5.18. In 2011, the number of supervisors could not be verified because no distinction was made between practitioners and practitioners who both practice and supervise other workers.

Vacancies

5.19. Vacancies represented 6% of the available workplaces nationally. These are categorised as follows:

Table 8

	CBT High Intensity	PWP Workers	Senior PWPs	
SHA	Total number of vacancies	Total number of vacancies	Total number of vacancies	Total number of vacancies
East of England	6.2	8.3	1	15.5
East Midlands	6.6	7.2	0	13.8
London	28.1	26.8	2	56.9
North East	22.8	18.2	0	41
North West	32.4	27.3	3.8	63.5
South Central	9	16	0	25
South East Coast	16	18	1	35
South West	13.4	10	4	27.4
West Midlands	9	10	1	20
Yorkshire & Humber	12	10	1	23
England Total (rounded)	156	152	14	321

5.20. Not all employers populated the field requesting the reason for vacancy. While the North West SHA utilises a Workforce Tracker to record the employment status of trainees and qualified IAPT staff, not all SHAs or providers have access to a similar system and so were unable to provide the data requested. Of the data received, the two most common recorded reasons for vacancies were:

- ◆ Unfilled post
- ◆ Maternity leave

6. 2013/14 Commissioning Implications

- 6.1. New commissioners will need to consider the number of training places commissioned during 2013/14 required to:
 - 6.1.1. Backfill the number of PWP's that have moved into High Intensity roles.
 - 6.1.2. Fill outstanding vacancies due to staff turnover
 - 6.1.3. Maintain education and training standards which support and enable workforce competency, meet service access and the provision of high quality services.

Appendix A

National IAPT Workforce

Worker Category	Number	Percentage of total Workforce
Qualified CBT High Intensity Workers	2019	35%
Trainee CBT High Intensity Workers	304	5%
Qualified and Trainee CBT High Intensity Workers	2323	40%
Qualified PWP Workers	1175.5	20%
Trainee PWP Workers	371.5	6%
Qualified & Trainee PWP Workers	1547	26%
Senior PWP Workers	136	2%
PWP Workers (unqualified/course unaccredited)	236	4%
Counsellors for Depression	123	2%
Couple Therapy for Depression	75	1%
Brief Dynamic Interpersonal Therapy	42	1%
Interpersonal Psychotherapy	93	2%
Total Non-CBT Workers	333	6%
Counsellors (Other)	828.2	14%
Other Therapists	282	5%
Total Equivalent Qualified Counsellors	1110.2	19%
Employment Support Co-ordinator	40	1%
Employment Advisor	80.5	1%
Total Employment Support	120.5	2%
Staff who provide supervision only (not previously counted as practitioners)	54	1%
Total Supervisors only	54	1%
TOTAL NUMBER OF WORKERS	5859.7	100%

Appendix B

Regional Analysis³

East of England	
Worker Category	Number
Qualified CBT High Intensity Workers	195
Trainee CBT High Intensity Workers	18
Qualified and Trainee CBT High Intensity Workers	213
Qualified PWP Workers	124
Trainee PWP Workers	31
Qualified & Trainee PWP Workers	155
Senior PWP Workers	7
PWP Workers (unqualified/course unaccredited)	18
Total Non-CBT Workers	6.2
Counsellors (Other)	162
Other Therapists	6
Total Equivalent Qualified Counsellors	168

³ Note: The 54 'Supervisor only' posts included in appendix A are not included in appendix B.

Employment Support Co-ordinator	10
Employment Advisor	25
Total Employment Support	35
TOTAL NUMBER OF WORKERS	602.2

East Midlands	
Worker Category	Number
Qualified CBT High Intensity Workers	163
Trainee CBT High Intensity Workers	5
Qualified and Trainee CBT High Intensity Workers	168
Qualified PWP Workers	86
Trainee PWP Workers	16
Qualified & Trainee PWP Workers	102
Senior PWP Workers	6
PWP Workers (unqualified/course unaccredited)	14
Total Non-CBT Workers	44.8
Counsellors (Other)	22
Other Therapists	4
Total Equivalent Qualified Counsellors	26
Employment Support Co-ordinator	1
Employment Advisor	4

Total Employment Support	5
TOTAL NUMBER OF WORKERS	365.8

London	
Worker Category	Number
Qualified CBT High Intensity Workers	327
Trainee CBT High Intensity Workers	43
Qualified and Trainee CBT High Intensity Workers	370
Qualified PWP Workers	130
Trainee PWP Workers	27
Qualified & Trainee PWP Workers	157
Senior PWP Workers	19
PWP Workers (unqualified/course unaccredited)	36
Total Non-CBT Workers	92
Counsellors (Other)	70
Other Therapists	29
Total Equivalent Qualified Counsellors	99
Employment Support Co-ordinator	10
Employment Advisor	19

Total Employment Support	29
TOTAL NUMBER OF WORKERS	802

North East	
Worker Category	Number
Qualified CBT High Intensity Workers	156.4
Trainee CBT High Intensity Workers	47
Qualified and Trainee CBT High Intensity Workers	203.4
Qualified PWP Workers	95
Trainee PWP Workers	26
Qualified & Trainee PWP Workers	121
Senior PWP Workers	5
PWP Workers (unqualified/course unaccredited)	24
Total Non-CBT Workers	17
Counsellors (Other)	16
Other Therapists	49
Total Equivalent Qualified Counsellors	65
Employment Support Co-ordinator	1

Employment Advisor	2
Total Employment Support	3
TOTAL NUMBER OF WORKERS	438.4

North West	
Worker Category	Number
Qualified CBT High Intensity Workers	296
Trainee CBT High Intensity Workers	56
Qualified and Trainee CBT High Intensity Workers	352
Qualified PWP Workers	214
Trainee PWP Workers	109
Qualified & Trainee PWP Workers	323
Senior PWP Workers	18
PWP Workers (unqualified/course unaccredited)	17
Total Non-CBT Workers	45
Counsellors (Other)	198
Other Therapists	97
Total Equivalent Qualified Counsellors	295
Employment Support Co-ordinator	1
Employment Advisor	2

Total Employment Support	3
TOTAL NUMBER OF WORKERS	1053

South Central	
Worker Category	Number
Qualified CBT High Intensity Workers	165
Trainee CBT High Intensity Workers	52
Qualified and Trainee CBT High Intensity Workers	217
Qualified PWP Workers	110
Trainee PWP Workers	32
Qualified & Trainee PWP Workers	142
Senior PWP Workers	21
PWP Workers (unqualified/course unaccredited)	21
Total Non-CBT Workers	22
Counsellors (Other)	69
Other Therapists	0
Total Equivalent Qualified Counsellors	69
Employment Support Co-ordinator	4
Employment Advisor	8

Total Employment Support	12
TOTAL NUMBER OF WORKERS	504

South East Coast	
Worker Category	Number
Qualified CBT High Intensity Workers	159
Trainee CBT High Intensity Workers	25
Qualified and Trainee CBT High Intensity Workers	184
Qualified PWP Workers	77
Trainee PWP Workers	26
Qualified & Trainee PWP Workers	103
Senior PWP Workers	15
PWP Workers (unqualified/course unaccredited)	6
Total Non-CBT Workers	25
Counsellors (Other)	69
Other Therapists	0
Total Equivalent Qualified Counsellors	69
Employment Support Co-ordinator	0

Employment Advisor	7
Total Employment Support	7
TOTAL NUMBER OF WORKERS	409

South West	
Worker Category	Number
Qualified CBT High Intensity Workers	222.6
Trainee CBT High Intensity Workers	20
Qualified and Trainee CBT High Intensity Workers	242.6
Qualified PWP Workers	130.5
Trainee PWP Workers	56.5
Qualified & Trainee PWP Workers	187
Senior PWP Workers	20
PWP Workers (unqualified/course unaccredited)	80
Total Non-CBT Workers	45
Counsellors (Other)	120
Other Therapists	18
Total Equivalent Qualified Counsellors	138
Employment Support Co-ordinator	10
Employment Advisor	7.5

Total Employment Support	17.5
TOTAL NUMBER OF WORKERS	730.1

West Midlands	
Worker Category	Number
Qualified CBT High Intensity Workers	212
Trainee CBT High Intensity Workers	22
Qualified and Trainee CBT High Intensity Workers	234
Qualified PWP Workers	110
Trainee PWP Workers	24
Qualified & Trainee PWP Workers	134
Senior PWP Workers	8
PWP Workers (unqualified/course unaccredited)	7
Total Non-CBT Workers	17
Counsellors (Other)	30.2
Other Therapists	49
Total Equivalent Qualified Counsellors	79.2
Employment Support Co-ordinator	3
Employment Advisor	3

Total Employment Support	6
TOTAL NUMBER OF WORKERS	485.2

Yorkshire and Humber	
Worker Category	Number
Qualified CBT High Intensity Workers	123
Trainee CBT High Intensity Workers	16
Qualified and Trainee CBT High Intensity Workers	139
Qualified PWP Workers	99
Trainee PWP Workers	24
Qualified & Trainee PWP Workers	123
Senior PWP Workers	17
PWP Workers (unqualified/course unaccredited)	13
Total Non-CBT Workers	19
Counsellors (Other)	72
Other Therapists	30
Total Equivalent Qualified Counsellors	102
Employment Support Co-ordinator	0

Employment Advisor	3
Total Employment Support	3
TOTAL NUMBER OF WORKERS	416