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MIDLANDS  
Psychological  
Professions Network



PROMOTING EXCELLENCE IN PSYCHOLOGICAL HEALTH & WELLBEING



**The Psychological Professions  
in the Midlands:**

**Workforce Overview Report**

**April 2023**

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## 1 Introduction

This workforce overview project was initiated by PPN Midlands to inform professional workforce planning conversations and developments across the region. We have set out to gather available intelligence about the psychological professions workforce, identify the common issues faced by providers, and consider current data in the broader NHS workforce context across the Midlands.

This work is an adjunct to the various workforce programmes that are being undertaken by Health Education England<sup>1</sup> (HEE) and NHS-England, as part of the 'Mental Health, Learning Disabilities & Autism', and 'Psychological Therapies in Mental Health' workstreams. PPN Midlands are particularly keen to highlight that the psychological professions are not the exclusive domain of mental health; they work across different settings and care sectors; across the lifespan; and with individuals, carers, groups, teams, organisations and systems. This context is important as some of the data in this report is drawn specifically from mental health data sets.

The report aims to provide a picture of the psychological professions workforce across the Midlands, to inform planning at multiple levels. In conjunction with other local and regionally held information, this report will support effective workforce planning and set a baseline from which to measure expansion requirements over coming years. It is important to note that this report has been compiled during a time of rapid change for Health Education England and NHS-England and during changes to data systems and how these are accessed. More accurate and detailed data is becoming available to PPN Midlands and will be conveyed in future update reports.

## 2 Background

The psychological professions are a diverse group of professions whose work is informed by the disciplines of psychology and psychological therapy. They work to prevent and alleviate psychological and emotional distress, manage mental health, physical health and wellbeing and empower individuals and communities to improve the quality of their lives.

At the time of writing, there are 12 specific psychological professions<sup>2</sup> recognised within current formal NHS leadership structures. Alongside aspiring roles, assistant roles, support roles and newly developing roles, these roles are a coherent professional grouping that are increasing in professional representation at local,

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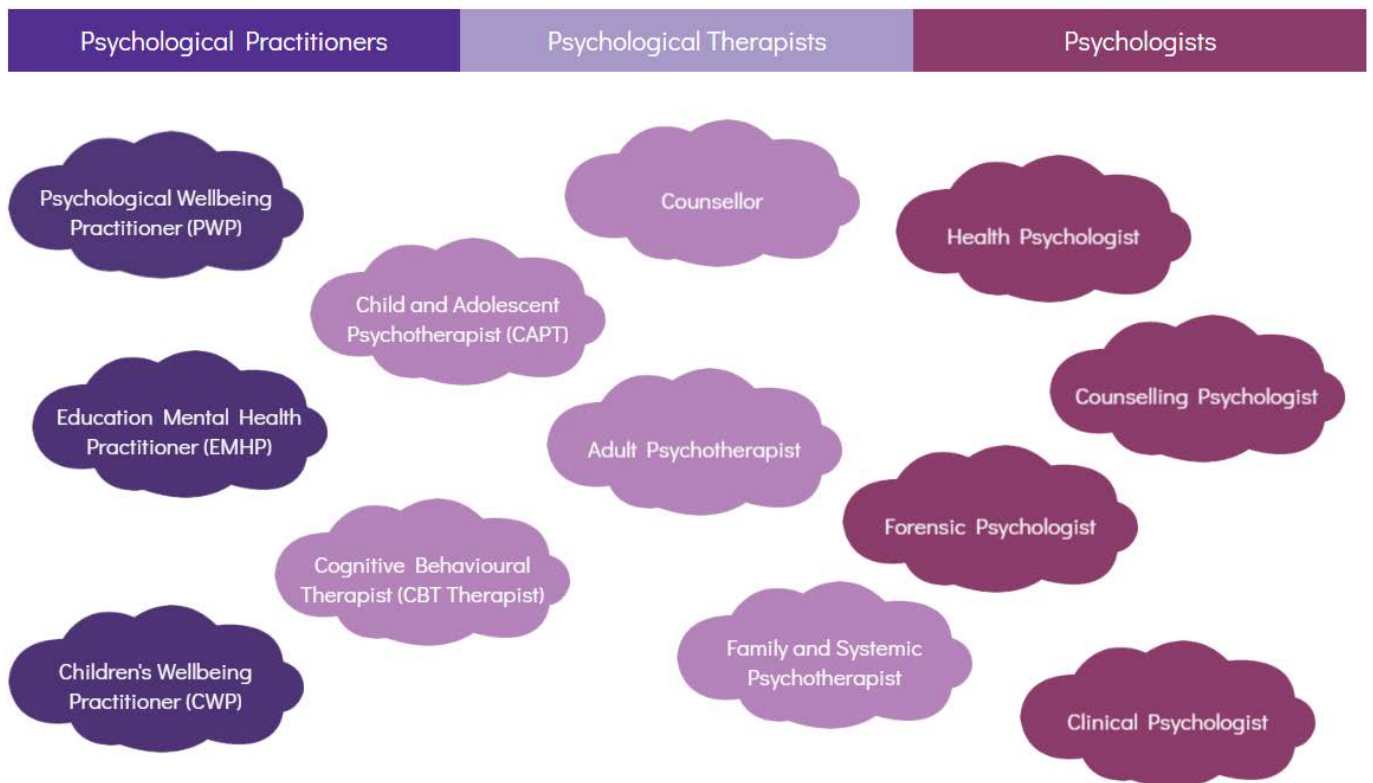
<sup>1</sup> From 1<sup>st</sup> April 2023, HEE will become the Workforce, Training & Education Directorate within NHS England

<sup>2</sup> <https://www.ppn.nhs.uk/resources/ppn-publications/28-who-are-the-12-psychological-professionals-in-nhs-funded-healthcare/file>

regional and national levels. 17+ role classifications<sup>3</sup> are being developed to support the ambitions of the NHS Long Term Plan (LTP), with an updated psychological professions role taxonomy due to be formalised in 2023 (see [addendum 1](#)). This revised classification includes new roles such as Mental Health and Well-being Practitioners (MHWP) and Youth Intensive Psychological Practitioners (YIPP).

The most significant changes in representation have been through the establishment of the position of National Psychological Professions Workforce lead for England; the seven regional Psychological Professions Networks (PPNs) that are funded by Health Education England (HEE); and an increasing number of providers who are re-establishing senior professional leadership positions for the psychological professions.

*Image 1: The 12 psychological professions*



PPN Midlands was the fifth regional membership network to be established at the end of 2020. During this time, the network has expanded to over 1350 members across our Midlands wide footprint that has 11 Integrated Care Systems. PPN Midlands has also established links with NHS regional Arms' Length Bodies, scoped

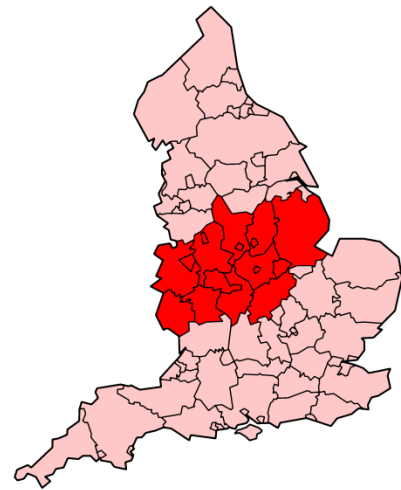
<sup>3</sup> <https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health/psychological-professions-roles>

out and identified the Chief Psychological Professions Officer (or equivalent senior role) in each of the 39 NHS provider trusts across the Midlands, made connections with the senior leadership team of the 11 Integrated Care Systems and established a regular membership communication including briefings, webinars and events along with a range of workstreams to further the ambitions of the Psychological Professions Workforce plan for England<sup>4</sup>.

### 3 The Midlands Context

The Midlands region covers from Derbyshire to Herefordshire & Worcester (North-South) across to Lincolnshire and Shropshire, Telford & Wrekin (East-West). It accounts for approximately 22% of the land mass of England and encompasses an area of over 11,000 square miles<sup>5</sup>.

It is the central part of England and is steeped in art, history, and culture: from one of Britain's architectural jewels, Lincoln Cathedral, to the hometown of William Shakespeare in Stratford-upon-Avon; from the beauty of the Peak District to cosmopolitan Birmingham, which is the UK's second biggest city; from Lincolnshire which is the second largest English county, to Rutland, which is England's smallest



county; and from areas of huge agricultural significance to traditional coastal seaside resorts such as Skegness. The Midlands is an area of significant cultural and ethnic diversity with a population of almost 10 million<sup>5</sup> and is home to the largest number of medical technology and device companies in the country. It is the most diverse part of England outside of London, with a proud multicultural history and Birmingham is one of the youngest cities in Europe, with over 40% of its population under 25 years old<sup>4</sup>.

At the last census in 2011, 89.3% of the East Midlands population and 82.7% of the West Midlands population identified as being from a White ethnic background. However, there is significant diversity and variance of ethnic groups across the Midlands, e.g.

- Leicester local authority in the East Midlands identified **50.5%** of its population as from White ethnic background

<sup>4</sup>[Psychological Professions Workforce Plan for England](#)

<sup>5</sup> <https://www.nomisweb.co.uk/reports/localarea?compare=E9200000> (also see GSS codes E12000005 and E12000004)

- Herefordshire local authority in the West Midlands identified **98.2%** of its population as from a White ethnic background

In terms of unemployment rates the most recent labour market release<sup>6</sup> noted the UK average unemployment rate for August 2022 as 3.8%. However, the East Midlands is reportedly below this (2.4%) with the West Midlands unemployment rate as above the UK average (4.6%), commensurate with London. There is significant evidence to note the negative impact that unemployment has on mental health for both women and men<sup>7</sup> with the Covid-19 pandemic compounding existing socioeconomic challenges; and within the Midlands, according to the Psychiatric Morbidity Survey (2014)<sup>8</sup> the West Midlands reported common mental disorders rate at 18.4%, the third highest regional rate in England. This is further supported by the Quality & Outcomes Framework of health indicator prevalence rates which noted that the prevalence rate for depression in the Midlands as a whole was 11.37%<sup>9</sup> within reporting year 2018-2019. Furthermore, the Quality & Outcomes Framework<sup>10</sup> also noted that the top three health indicator prevalence rates for the Midlands are hypertension (14.78%), depression (11.37%) and obesity (11.16%). These are comorbid mental health and physical health conditions in which the psychological professions workforce can have significant positive impact<sup>11</sup>.

### 3.1 Indices of deprivation

There are 58 local authorities in the West and East Midlands, a high number that brings further challenges with data collection and analysis across the Midlands region. When looking at the 7 domains of deprivation<sup>12</sup> (Income, employment, education, health, crime, barriers to housing & services, and living environment):

- Birmingham is ranked the third most deprived English core city after Liverpool and Manchester, and has 13 neighbourhoods that are ranked most deprived in England (2019)
- The Midlands has 3 of the most deprived local authorities based on rank (out of 10):
  - Birmingham (6<sup>th</sup>)
  - Sandwell (8<sup>th</sup>)
  - Nottingham (10<sup>th</sup>)

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<sup>6</sup> [Labour market in the regions of the UK - Office for National Statistics](#)

<sup>7</sup> [Unemployment and mental health](#)

<sup>8</sup> <https://openaccess.city.ac.uk/id/eprint/23646/1/>

<sup>9</sup> [Microsoft Power BI](#)

<sup>10</sup> [QOF Achievements](#)

<sup>11</sup> [file \(ppn.nhs.uk\)](#)

<sup>12</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/835115/loD2019\\_Statistical\\_Release.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835115/loD2019_Statistical_Release.pdf)

Income deprivation is particularly prevalent in the Midlands. Of the 20 highest ranked authorities for income deprivation, 6 out of 20 (30% of the highest 20) of those local authorities were in the Midlands. For the employment deprivation domain, this reduced to 2 of the highest ranked 20 (10%). Wolverhampton and Birmingham were ranked in the highest 20 most deprived for both income deprivation and employment deprivation, illustrating particular problems for these West Midlands cities.

#### 4 The NHS in the Midlands Region

The Midlands region consists of 11 Integrated Care Systems, making it the largest region across England with 40 different NHS trust organisations and 24 different local authorities.<sup>13</sup>

The PPN Midlands team have an established scoping workstream that has mapped out the NHS trusts and local authorities within each ICS (see appendix 1), identifying trust CPPOs / Psychology leads and ICS/ICB governance leads, in order to facilitate connections and dialogue, furthering our objective of promoting the voice of the psychological professions across health and social care.



There are also a range of other private, independent and voluntary sector providers of health and care services, some of whom deliver local and regional services commissioned by the NHS. Each ICS is developing its website, that will include information on partner members and stakeholder groups, as noted in appendix 1.

In terms of the overall NHS workforce<sup>14</sup> a recent data extract shows there were 257,329 (226,076 FTE) people employed in the NHS (including provider and commissioning) across the Midlands in April 2022. This accounts for approximately 20% of the total NHS workforce across England, and reflects the size and complexity of the region. However, vacancies across the Midlands NHS workforce stood at

<sup>13</sup> <https://adcs.org.uk/regions/>

<sup>14</sup> [NHS workforce statistics - NHS Digital](#)

20,486 FTE<sup>15</sup> in March 2022, accounting for almost 10% of the overall NHS workforce, including the psychological professions.

There are challenges in determining accurate vacancy rates for the psychological professions workforce across health and social care. The British Psychological Society (BPS) reported in 2021 that there is a 14% vacancy rate for psychology posts in the NHS<sup>16</sup>, i.e., one in seven posts are not filled. Because of this, psychologists were recently added to the shortage occupation list by the Migration Advisory Committee, indicating that there is a national shortage of Psychologists, despite psychology being one of the most popular subjects at undergraduate level. Furthermore, a previous BPS clinical psychology workforce report conducted in 2014<sup>17</sup> highlighted significant variation in the clinical psychology workforce across England. It was reported that the East Midlands had the lowest number of clinical Psychologists per 100,000 population, amongst the 13 HEE regions in place at the time. Whilst the West Midlands ranked in 7<sup>th</sup> position, both parts of the Midlands were significantly below the average for England.

## 5 Psychological Professionals in the Midlands

A range of data is included in this report, providing an overview of the psychological professions workforce across the Midlands. With the support of HEE colleagues, Electronic Staff Record (ESR) data submissions have been extracted from Midlands NHS trusts. Freedom of Information (FOI) returns conducted during the same period have been contrasted with ESR data. Additionally, highlight data from HEE-Midlands scoping of the mental health workforce has been included, along with Higher Education Institution (HEI) data, which provides a picture of the workforce pipeline versus regional demand collected from Health Education England.

There are challenges with the reliability of data presented within this report, predominantly due to the reliance on Provider Electronic Staff Record (ESR) system data. The 40 Midlands-based NHS trusts have differing levels of consistency and compliance with ESR data coding practice, and additional occupational codes for the psychological professions have been introduced,<sup>18</sup> further expanding the psychological professions role taxonomy and in turn adding to recording inconsistency.

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<sup>15</sup> [NHS Vacancy Statistics England April 2015 – March 2022 Experimental Statistics - NHS Digital](#)

<sup>16</sup> [Best practice in psychology recruitment.pdf \(bps.org.uk\)](#)

<sup>17</sup> <https://www.bps.org.uk/member-networks/division-clinical-psychology>

<sup>18</sup> <https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents/workforce-definition>

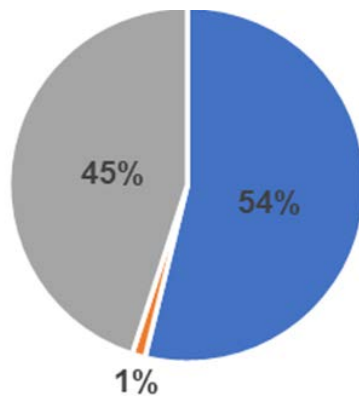
## 5.1 HEE Data Warehouse extract

The primary data source used within this report is an extract taken from NHS Workforce ESR systems via the NHS Data Warehouse and analysed in March 2021, mapping Psychological workforce data using the occupational code look up table. The full data extract cannot be appended due to small numbers in some categories potentially leading to confidentiality risks of identifying individuals. In the summary data presented, any figures below 5 have been indicated as <5.

### ***Across the Midlands region:***

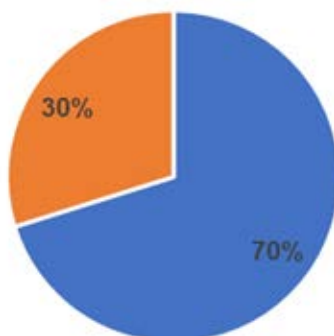
#### **Occupation**

- Midlands region has a total of **3,106 WTE** (3,760 H/C) NHS staff in post working in a Psychological Care setting.



- 54% (1,672 WTE) are employed in Applied Psychology care setting
- 45% (1,397 WTE) are employed in Psychology Therapy care setting
- 1% (36.5 WTE) of the workforce are employed in Art/Music/Drama therapy care setting

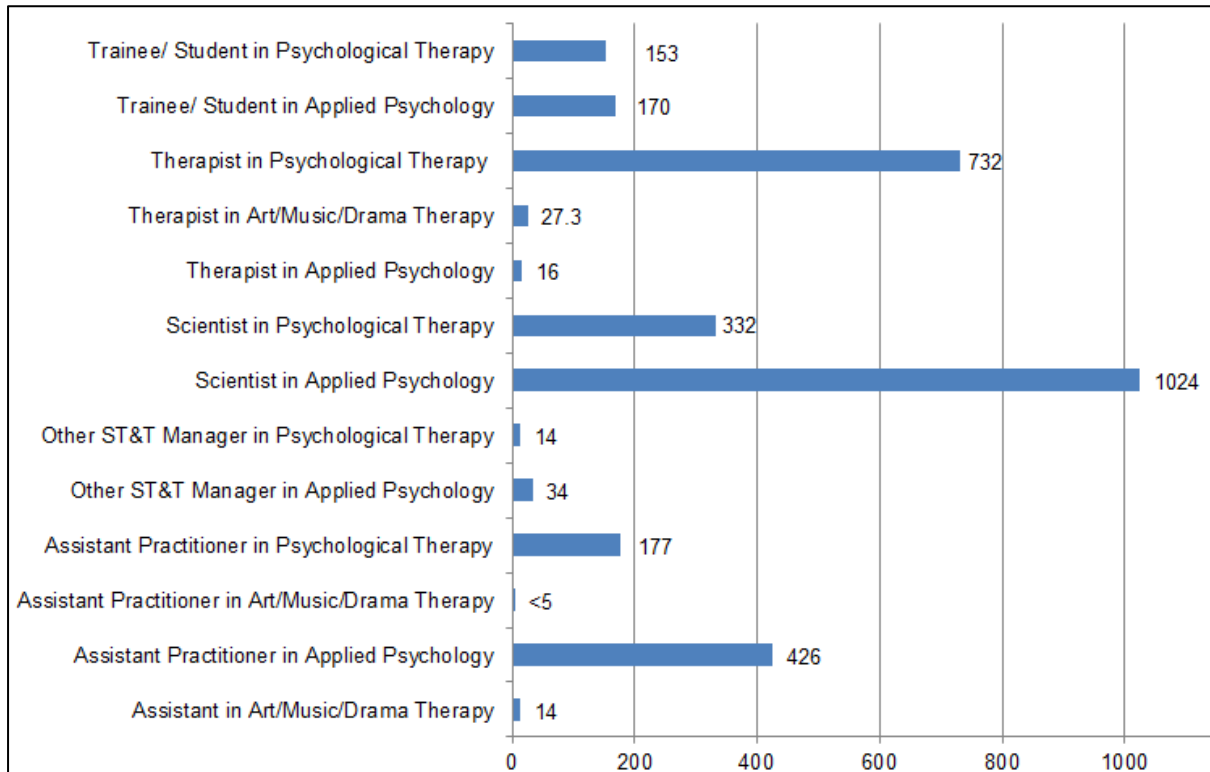
**Note:** WTE is Whole Time Equivalent. HC is Headcount



- 70% (2,179 WTE) are Professionally qualified clinical staff
- The remaining 30% (927 WTE) defined as 'support to clinical staff'

- 33% (1,024 WTE) are grouped under Occupation Name of Scientist in Applied Psychology (mainly made up Clinical Psychologist in Band 8 and above posts)

- The next significant grouping is Therapist in Psychological Therapy 24% (732 WTE). This group is mainly made up of High Intensity Therapists, CBT Therapists and Psychotherapists
- The third largest group is Assistant Practitioner in Applied Psychology 14% (426 WTE). This group is mainly made up of Assistant Psychologists, Psychological Wellbeing Practitioners and Counsellors.



### ***Staff in post by pay band***

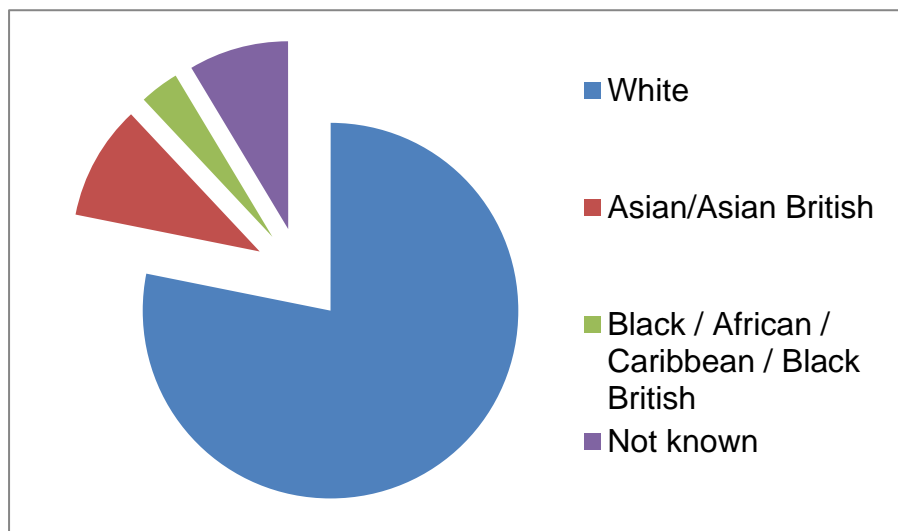
- Bands 5 to 7 make up 56% (1,293 WTE) of the psychological professions workforce
- Band 5 make up 11.9% (369 WTE)
- Band 6 make up 20.0% (622 WTE)
- Band 7 make up 24.1% (748 WTE)
- Band 8a make up 18.2% (567 WTE)

AfC bandings against roles are outlined below:

	2	3	4	5	6	7	8a	8b	8c	8d	9	Non AfC	TOTAL
Assistant in Art/Music/Drama Therapy		8.7	<5										<14
Assistant Practitioner in Applied Psychology			207	103.9	109.2	4.1	<5					<5	426
Assistant Practitioner in Art/Music/Drama Therapy			<5										<5
Assistant Practitioner in Psychological Therapy	<5	<5	16.2	105.2	41.8	5.5						6.4	177
Other ST&T Manager in Applied Psychology				<5			<5	6.9	9.4	11.3	<5		34
Other ST&T Manager in Psychological Therapy							11.6	<5	<5				14
Scientist in Applied Psychology			<5	7	37.7	177.8	452	231.2	87.2	24.7		<5	1024
Scientist in Psychological Therapy				33	76.2	154	51.9	14.4	2.1				332
Therapist in Applied Psychology					<5	5.3	6.1	<5	<5				16
Therapist in Art/Music/Drama Therapy					<5	15.9	6.1		<5				27.3
Therapist in Psychological Therapy			8	108	122	382.9	33.6	8.1	6.5			63	732
Trainee/ Student in Applied Psychology			<5	<5	160							<5	<170
Trainee/ Student in Psychological Therapy		<5	65	10.8	68.3	2.9						<5	153

### Staff in post by Ethnicity

- 75.3% (2,339 WTE) of the Psychological profession are White
- 9.51% Asian/Asian British (295 WTE)
- 3.25% Black / African / Caribbean / Black British (101.0 WTE)
- 8.3 % (258 WTE) ethnicity Not stated/Unknown



A more detailed breakdown is illustrated in the below table, with the highest number per ethnic group for each profession highlighted green.

Occupational code name	Asian/ Asian British	Black/ African/ Caribbean/ British	Mixed/ multiple ethnic groups	Other ethnic group	White	Not stated/ unknown	Total
Assistant in Art / Music / Drama therapy			<5		8.1		<13
Assistant Practitioner in Applied Psychology	44.7	20.3	11	8	287.6	54.3	425.9
Assistant Practitioner in Art / Music / Drama therapy					<5		<5
Assistant Practitioner in Psychological Therapy	14.9	7.4	6	<5	143.7	<5	<180
Other ST&T Manager in Applied Psychology					30.4	<5	<35
Other ST&T Manager in Psychological Therapy	<5				12.6		<15
Scientist in Applied Psychology	88.5	22.2	27.3	8	836.2	42.3	1024.6
Scientist in Psychological Therapy	35.6	13.3	10.6	<5	254.5	14.5	<333
Therapist in Applied Psychology	<5		<5		12.9	<5	<18
Therapist in Art / Music / Drama therapy	<5			<5	24.7	<5	<35
Therapist in Psychological Therapy	74.2	23.8	17.3	7.7	519.9	88.9	731.9
Trainee / Student in Applied Psychology	9	5	<5		105.1	39.4	<165
Trainee / Student in Psychological Therapy	23.4	9	7		103.1	10.2	152.7
<b>Total</b>	<b>295.5</b>	<b>101</b>	<b>85.1</b>	<b>27.9</b>	<b>2338.9</b>	<b>257.7</b>	<b>3106.3</b>
<i>Highest number as a percentage of the total for that ethnic group</i>	29.95%	23.56%	32.08%	28.67%	35.75%	34.50%	32.98%

As noted previously, the challenges with the data extracts is the reliance on provider ESR accuracy and the coding of job roles within service area. What the data does show is that over half of the psychological professions workforce in the Midlands is in junior to mid band roles, with the highest recording ethnicity as white and the largest proportion of qualified psychologists defined as Clinical Psychologists. These factors

have implications on the representative nature of the professions with local communities, leadership and governance of psychological practice across health sectors and the potential ability of service and training providers to track expansion into new and diverse roles in psychological professions.

## 5.2 Freedom of Information (FOI) data

In Q3 of 2020/21, PPN Midlands made Freedom of Information (FOI) requests to all 40 Midlands NHS trusts, asking for workforce headcount, Whole Time Equivalent (WTE), and current vacancies for the 12 Psychology professions.

Out of the 39 NHS trusts, 1 trust declined the request to provide data on the grounds that the cost would exceed the appropriate costs limit under Section 12 of the Freedom of Information Act, and therefore they were not obliged to comply.

Another trust replied stating that psychological professionals were not directly employed; a contracting arrangement with a neighbouring trust was in place. A further 3 trusts replied, stating that they don't employ any psychological professionals. No trusts were able to respond with information grouped as requested.

*Trust response:  
"Unfortunately, we do not record this information split by profession (Psychologist, Therapist, Practitioner groupings) on our records"*

Data from the remaining 34 trusts were compared with the data extracted during the same time period from the NHS Electronic Staff Record Warehouse, detailed under section 4.1 above.

- None of the trusts were able to provide an accurate return, based on the requested delineation against the 12 Psychology professions.
- An example from one Midlands trust has been included below to illustrate discrepancies. Assistant, trainee and student roles are underlined.

ESR Job Role / Psychology professional role	FOI data	ESR data
Applied Psychologist - Clinical	82	88.2
<u>Assistant Psychologist</u>		38.6
Applied Psychologist - Counselling	20.9	0
<u>Trainee Counselling Psychologist</u>		1
Applied Psychologist - Forensic	3.4	0
Applied Psychologist - Health	0	0
Child & Adolescent Psychotherapist	13.7	1.8
Counsellor	26	2
Cognitive Behavioural Therapist	45.6	0
High Intensity Therapist		22.7

<u>Trainee High Intensity Therapist</u>		19
Adult Psychotherapist	0	14.7
<u>Assistant Psychotherapist</u>		2
<u>Student Psychotherapist</u>		8.5
Family & Systemic Psychotherapist	10.4	1
Psychological Wellbeing Practitioner	21	12
Trainee Psychological Wellbeing Practitioner		5
Children's Wellbeing Practitioner	1	1
Education Mental Health Practitioner	4	2.6
<u>Trainee Education Mental Health Practitioner</u>		3
Practitioner		10.7
<b>TOTAL</b>	<b>228</b>	<b>233.8</b>

- In this example, the headcount difference between FOI data and ESR data is 5 WTE (2.51% variance), but otherwise, drawing comparisons is challenging, whichever way the data is interpreted.
- Grouping roles into discipline (below - excluding trainee and student roles) further illustrates disparities with how roles have been defined in ESR.

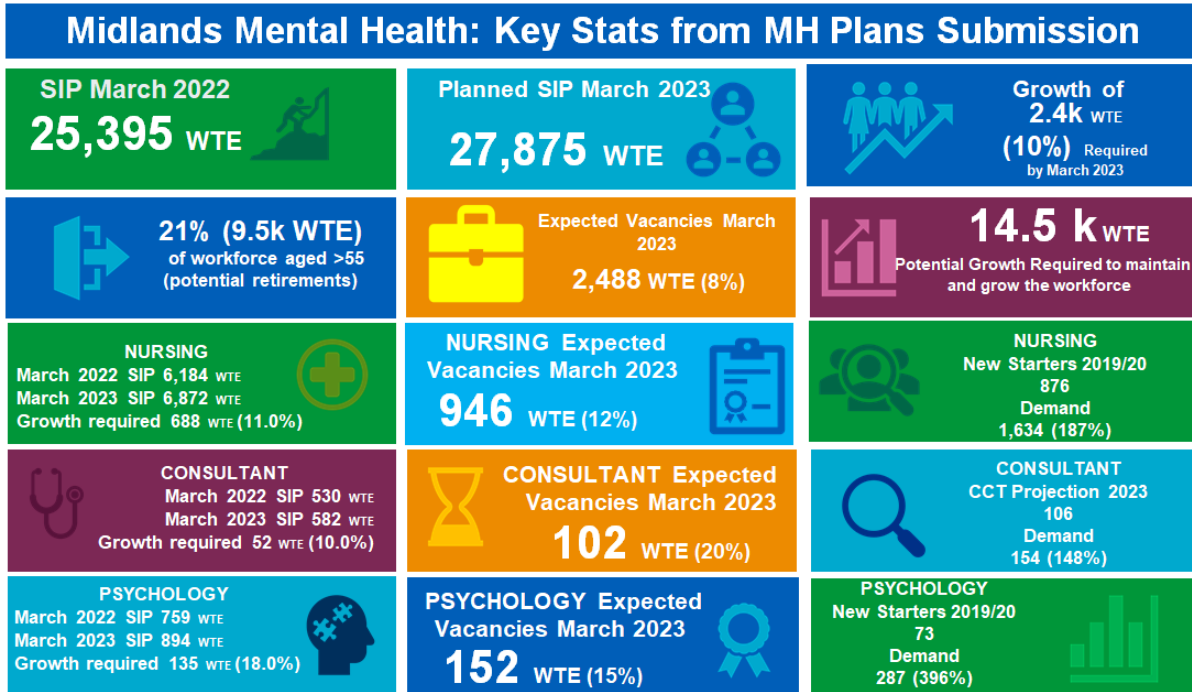
<b>ESR Job Role / Psychology professional role</b>	<b>FOI data</b>	<b>ESR data</b>
Psychologists	106.3	88.2
Psychological Therapists, Psychotherapists and Counsellors	95.7	42.2
Psychological Practitioners	26	31.3
<b>Total</b>	<b>228</b>	<b>161.7</b>

This data comparison highlights yet another challenge of interpreting different workforce datasets. Limited understanding of the psychological professions roles and professional groupings may account for errors within NHS provider data recording. The implication is a challenge to have a cohesive workforce dataset.

### 5.3 Key data from Mental Health plans submission

The following data are highlights drawn from Mental Health Plan e-Collection Submissions received in June 2022 for the 22-23 period. The demand percentages illustrated below were based on returns from the same sample, i.e. Mental Health trusts on the HEE workforce scope, who were asked how many potential clinical psychology posts were required.

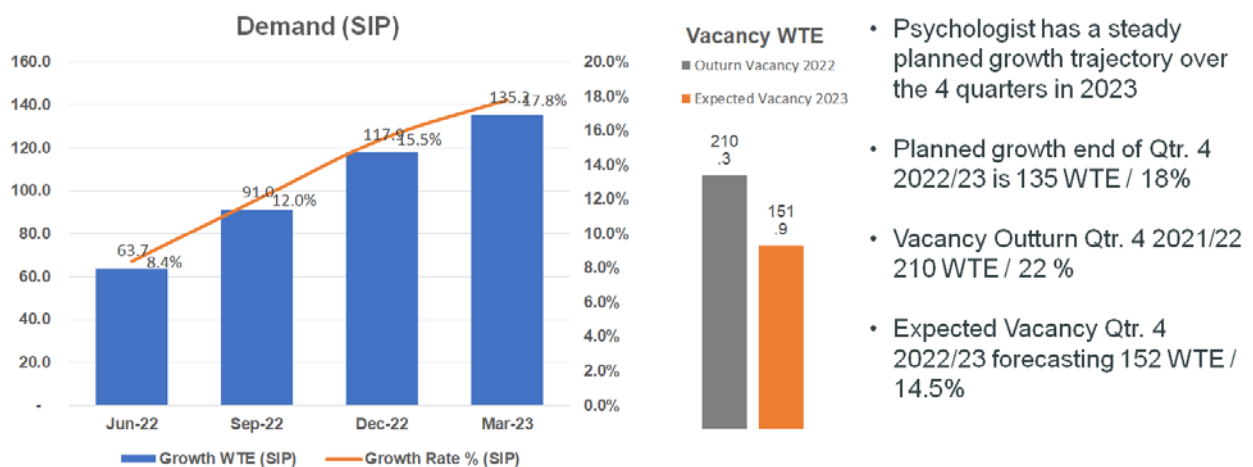
**Summary headline graphic:**



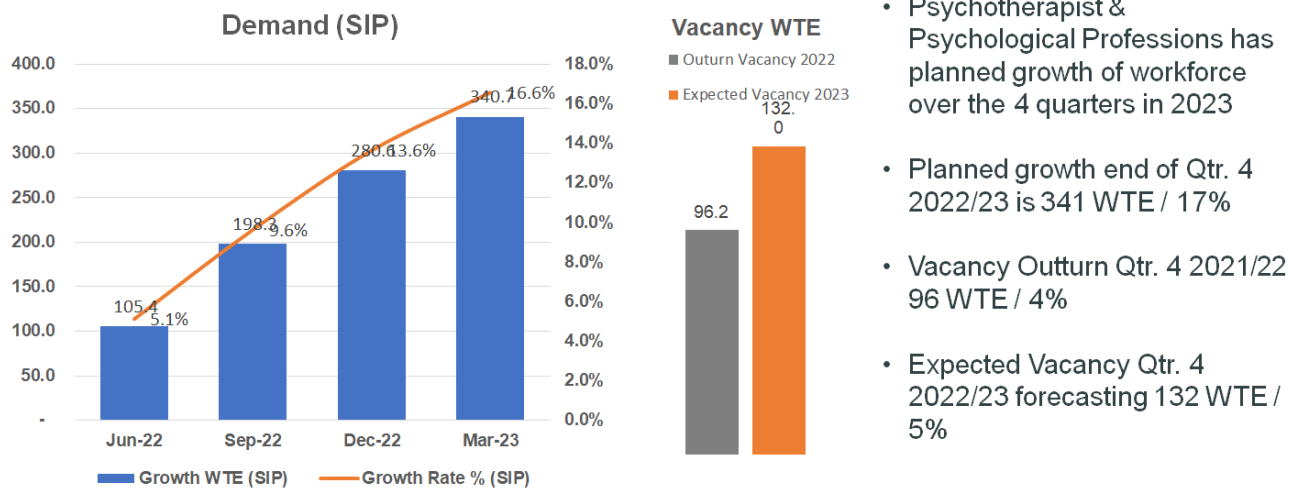
The summary graphic above highlights the challenging growth ambition, given the disparity between training places available, and actual demand for Clinical Psychologists within the Mental Health sector only.

**Midlands Region Clinical Psychologists in Mental Health sector**

**Note:** SIP is an abbreviation for Staff In Post



## Midlands Region Psychotherapist & psychological professions in Mental Health Sector



Whilst this data has highlighted the significant demand and supply workforce needs from the mental health sector returns, there are a number of limitations in addition to the known sector specific return. For example, uncertainty on how providers have made decisions upon workforce growth needs and the focus on only HEE commissioned training programmes for psychological professions.

### 5.4 Workforce Race Equality Standard (WRES) and other Equality, Diversity and Inclusion (EDI) drivers

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers<sup>19</sup>. It is effectively a tool to identify gaps between BME and White staff experiences in the workplace, measured through indicators. The 2021 Workforce Race Equality Standard (WRES) report<sup>20</sup> highlights performance developments in the workforce race equality agenda. Overall, the data shows a complex picture. The report notes that

*“the COVID-19 pandemic has put in the spotlight the disadvantage experienced by staff with protected characteristics....it is evident that there has been a worsening of the experience of BME compared to white staff in key domains...including a sense of equal opportunity.”*

<sup>19</sup> <https://www.england.nhs.uk/about/equality/equality-hub/workforce-equality-data-standards/equality-standard/>

<sup>20</sup> <https://www.england.nhs.uk/publication/workforce-race-equality-standard-2021/>

WRES data for the Midlands does not demonstrate any significant race equality improvements with most indicators showing a worsening overall, albeit some trusts had made marginal gains in some areas. The psychological professions workforce is currently reported within the Allied Health Professions dataset, making it difficult to extract at a regional level. Provider organisations may be in a position to undertake further analysis of workforce equality data, albeit providing this is data is voluntary and is not always disclosed by the workforce. 8.3% of staff in the Midlands have chosen not to disclose their Ethnicity. This figure is even higher for other protected characteristics, with almost 25% of the workforce not disclosing their sexual orientation.

The NHSE Midlands workforce, race, equality and inclusion strategy<sup>21</sup> along with the HEE Diversity and Inclusion Strategic Framework<sup>22</sup> provide further drivers for change in NHS workforce equality, with a range of initiatives planned to influence training, recruitment and retention in order to achieve an NHS workforce that reflects the population it serves. Accountability for the progress of Integrated Care System's (ICS) progress in improving racial equality will be overseen by NHS England Midlands People Board<sup>23</sup>.

Health Education England (HEE) has reviewed diversity of candidates within commissioned training programmes, which has led to a range of EDI initiatives. This includes mentoring places for ethnically minoritised Aspiring Clinical Psychologists to support equity of access to the profession. 940 mentoring opportunities are being made available across England to minority ethnic psychology graduates interested in a career in clinical psychology, which are made available through Clinical Psychology training programmes. A separate HEE funded Pathfinder scheme is also underway in the West Midlands to further address underrepresentation within certain ethnic groups undertaking Clinical Psychology Doctoral training<sup>24</sup>.

Leadership mentoring for minority ethnic psychological professionals (a scheme known as RISE) is another trust-based initiative funded by HEE that aims to achieve greater equity of access into psychological professions leadership roles. To date there has been 54 scheme beneficiaries in the Midlands since 2019. HEE's ambition for 2022/2023 is to fund a further 100 leadership mentoring opportunities nationally for ethnic minority psychology graduates.

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<sup>21</sup> <https://www.england.nhs.uk/midlands/wrei/>

<sup>22</sup> <https://www.hee.nhs.uk/sites/default/files/documents/Diversity%20and%20Inclusion%20-%20Our%20Strategic%20Framework.pdf>

<sup>23</sup> <https://www.england.nhs.uk/midlands/wrei/a-collaborative-approach-across-systems/>

<sup>24</sup> <https://www.birmingham.ac.uk/schools/psychology/centres/cap/pathfinder/about-pathfinder.aspx>

## 6 Expansion Requirements of Current National Policy

The NHS Long Term Plan (LTP)<sup>25</sup> sets out ambitious growth in psychological care across the NHS, spanning a breadth of areas including perinatal services, younger adults and physical health conditions, and with significant expansion of primary and secondary care mental health services. Nationally, the collective ambition is a 65% expansion of the psychological professions by 2024<sup>26</sup>.

NHS England and NHS Improvement have made available an NHS Long Term Plan Mental Health ambitions and workforce requirements tool<sup>27</sup>. This tool gives Integrated Care Boards (ICBs) information that will support discussions regarding investment and workforce planning in the context of implementing the NHS Five Year Forward View (up to March 2024). The tool provides separate data for activity, workforce objectives and calculation details for each of the mental health deliverables taken from the Long-Term Plan, presented as indicative estimates for spending assigned to different priorities. Whilst this tool will be invaluable for planning at Integrated Care Board level, it has not been possible to use at a Midlands-wide level, and it is specific to Mental Health workforce development. The broader psychological professions expansion requirements are documented in detail within the Psychological Professions Workforce Plan for England<sup>28</sup>.

### *Midlands Workforce training and education*

There are more than 100 Higher Education Institutions (HEIs) i.e. universities, colleges, and further education institutions offering and delivering higher education programmes across the Midlands. PPN Midlands have undertaken a mapping exercise to consolidate known information about education opportunities available across the Midlands that have appropriate accreditation for NHS roles. These have been aligned to current psychological professions role taxonomy and detailed in appendix 2.

## 7 Workforce Supply

Turning to the Midlands psychological professions workforce supply, the below table shows the year on year starters on HEE commissioned training programmes, noting that figures for 22/23 do not represent a full academic year. Some programmes have been omitted due to problems with data integrity.

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<sup>25</sup> <https://www.longtermplan.nhs.uk/wp-content/uploads/2019/08/nhs-long-term-plan-version-1.2.pdf>

<sup>26</sup> <https://www.ppn.nhs.uk/resources/ppn-publications/41-national-vision-for-psychological-professions>

<sup>27</sup> <https://future.nhs.uk/MHLTPat/groupHome>

<sup>28</sup> <https://www.hee.nhs.uk/our-work/mental-health/psychological-professions>

### Year on year starters

**Note:** 1) Year 22/23 is the current academic year; therefore only partial and/or incomplete data are available. 2) Data are not provided for programmes in italics; programmes are listed for information

Programme	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Art Therapy				15	21
CBT for eating disorders (core)			<5	13	
Child Psychotherapy	<5	6	6	7	<5
Clinical Psychology	<5	30	91	107	154
Educational Mental Health Practitioner	24	84	80	68	59
Health Psychology				11	
IAPT Children Young People - CBT - Anxiety and Depression				19	
IAPT Children Young People - Children's Wellbeing Practitioners	23	34	32	31	
IAPT Children Young People - Evidence Based Counselling Practice		<5		21	
IAPT Children Young People - Learning Disability and Autism Spectrum Disorder				<5	
IAPT Children Young People - Systemic Family Practice for Anxiety, Depression and Conduct Problems				14	
IAPT High Intensity Practitioner	78	96	123	143	111
IAPT Psychological Wellbeing Practitioner (Low intensity)	104	186	112	207	173
IAPT Supervisor training TOP UP- PWP				16	
IAPT Supervisor training TOP UP- High Intensity				18	
Mental Health Wellbeing Practitioner				34	32
Music Therapy				11	13

<b>Data not provided for the following programmes:</b>
<i>CBT for eating disorders (top-up)</i>
<i>CBT for personality disorder (core)</i>
<i>CBT for personality disorder (top-up)</i>
<i>CBT for psychosis and bipolar disorder (core)</i>

<i>CBT for psychosis and bipolar disorder (top-up)</i>
<i>IAPT (Other Modalities) Supervisory</i>
<i>IAPT Children Young People - 0-5s</i>
<i>IAPT Children Young People - Inter-personal Psychotherapy for Adolescents</i>
<i>IAPT Children Young People - Parenting Training Conduct Problems</i>

- Whilst the trajectory of growth appears to be moving in a positive direction for most roles, demand data specific to Mental Health provision for 2022/23 (illustrated in section 5.3) indicates that in that specific instance, demand outstrips supply by 396%.
- Furthermore, to confirm the above extract **does not** include Midlands data on starters on psychological professional s training programmes that are not commissioned through HEE, such as Doctorate in Counselling Psychology Programmes.

## 8 Locally experienced workforce views

PPN Midlands have directly run showcase and presentation events, as well as attending stakeholder's events – on numerous occasions during the past 2 years, engaging with colleagues and raising awareness of developments within the psychological professions. During 2021, a workforce engagement survey was deployed during these online events to identify workforce issues of highest importance to members, along with views around what was considered strong within the organisation they worked for, and areas they considered were in need of improvement. Key themes emerging from survey responses and further informal feedback received by PPN team members from experts by experience and experts by qualifications are identified below:

### *Issues that members felt were of most importance to them*

Well-being was consistently cited as being of most importance amongst respondents. Concerns around burnout and high workload expectations were reported, and in some cases framed in the context of recruitment difficulties within teams, and requirements to undertake personal development activities whilst maintaining high levels of clinical work. General working conditions, unsatisfactory clinical supervision and lack of development and career opportunities were also mentioned. Perceived inequality between professions and a need to further embed new roles were other areas reported as being important.

### ***Areas members perceived as being strong***

Themes relating to team cohesion and camaraderie were frequently cited as being strong within organisations, with comments made around excellent relationships existing, teams being supportive and reflective, and large teams providing operational resilience. Feeling visible, valued and included as a professional as well as delivering patient centred care, were also themes reported by respondents.

### ***Areas members felt were in need of improvement***

Well-being was again most often referred to by respondents, with comments relating to services being underfunded, staff holding unrealistic workloads, lack of progression and development, poor staff retention, poor support and weak clinical leadership, and respondents not feeling valued. Some feedback also related to services needing to be more psychologically led, new roles needing to be better embedded, and workforce planning needing to be better considered across recruitment, retention, progression and leadership.

## **9 Conclusions and Recommendations**

This report is the first attempt to provide an initial overview of the psychological professional workforce profile across the Midlands.

The various sources of data in this report highlight a significant challenge with the returning of accurate workforce data to the central NHS data warehouse, the quality of which appears to vary across the 40 NHS trusts based in the Midlands. Data reliability across all healthcare sectors in which the psychological professions work is notable. The Electronic Staff Record (ESR) system is used across all Midlands NHS trusts, but data quality is dependent on the accurate inputting of occupation codes, areas of work, job roles and position titles at organisation level. This is a known issue and work has been progressing at a national level to develop standardised guidance to assist trust human resource teams, Chief Psychological Professions Officers (CPPOs; or equivalent senior psychological professionals) and others to better understand psychological professional role taxonomy in the context of the national workforce dataset.

Wider data challenges range from the scoping of local information about key contacts within Midlands providers to understanding workforce roles; from coordinating workforce reporting mechanisms to validating held and reported workforce data; and finally, gathering local experience that reflects the realities of our workforce challenges, to meet the growing need for psychological provision across NHS healthcare. Workforce demand scoping that takes place tends to be sector-

specific e.g. Mental Health focused, rather than capturing workforce needs for the psychological professions across health and care as a whole. Health Education England (HEE) workforce data analysis tools and approaches are continually evolving. At the time of writing, there were limitations with the data accessible from the ESR data warehouse accessed via the Tableau analytics platform. Therefore, there is a known workforce data challenge from providers to national arm's length bodies that requires a systemic approach to address.

The implications of these workforce challenges are significant. With the expansion in psychological professions roles, either supported centrally through NHSE/HEE e.g. Mental Health Wellbeing Practitioner roles, or through employer-sponsorship programmes e.g. Clinical Associates in Psychology roles, or through non-NHS commissioned training programmes e.g. Doctorate in Forensic Psychology; having a reliable baseline to track workforce growth is key. Furthermore, with the stated intent to ensure that the psychological professions workforce and training programmes are representative of the communities served, the reliance on professionally unvalidated workforce data that may also include undeclared protected characteristic status makes it even more difficult to set a baseline and track the success of initiatives aimed at improving equality, diversity and inclusivity in the psychological professions.

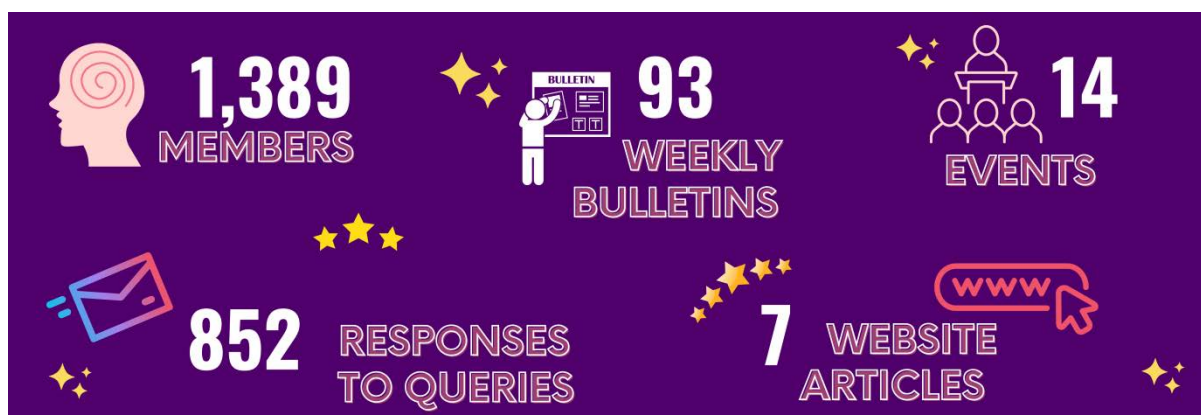
Therefore, there is further validation of the National Psychological Professional Workforce action plan recommendations based on the themes identified to date in the Midlands. These recommendations have formed key workstreams for PPN Midlands:

1. Awareness-raising of new psychological professional roles across Midlands healthcare, in order that all of healthcare can better meet demand and deliver expansion requirements
2. Improving the visibility of Midlands CPPOs, ensuring they are engaged and represented at the most senior level within trusts
3. Midlands CPPOs having ICS level roles to represent and promote the profession within local health systems
4. Better involvement of Midlands CPPOs in workforce planning, ensuring that they are sighted on returns to HEE to improve accuracy, and engage them in strategic decision-making, in particular to strengthen the utilisation of new roles

5. Aligning the availability of Midlands training places and funding for new roles in addition to existing ones, in particular clinical psychology; and maximising recruitment from those training programmes, supporting newly qualified entrants to the workforce.
6. Greater awareness and provision of blended learning to ensure trainees from across the Midlands can access training for all roles. Geographical barriers preventing access to education opportunities should be minimised.

There will be significant changes to Psychological Professional roles and groupings published in the 2023 iteration of the ESR Occupational Code guidance (due for publication in June 2023), and an annual NHS Psychological Professionals Benchmarking Census commenced in March 2023.

Whilst significant work will be needed regionally to realise growth ambitions, these are welcome drivers through which psychological professions recording quality and growth can be tracked and maintained. All of the issues identified within this workforce report will continue to influence the PPN Midlands work-plan for 2023/24.



*Having passed a 2<sup>nd</sup> year milestone in October 2022, the above graphic illustrates the contribution and achievements made by the PPN Midlands team to January 2023.*



## Appendix 1

### 11 Midlands Integrated Care Systems

1. Birmingham And Solihull	<a href="#">Birmingham And Solihull Integrated Care System</a>
2. Black Country	<a href="#">Black Country Integrated Care Board</a>
3. Coventry and Warwickshire	<a href="#">Happy, Healthy Lives / Coventry And Warwickshire Integrated Care System</a>
4. Derbyshire	<a href="#">Joined Up Care Derbyshire</a>
5. Herefordshire and Worcestershire	<a href="#">Herefordshire and Worcestershire Health and Care</a>
6. Leicester, Leicestershire and Rutland	<a href="#">Better Care Together Partnership</a>
7. Lincolnshire	<a href="#">Better Lives Lincolnshire</a>
8. Northamptonshire	<a href="#">Integrated Care Northamptonshire</a>
9. Nottinghamshire	<a href="#">Integrated Care System Nottingham and Nottinghamshire</a>
10. Shropshire, Telford And Wrekin	<a href="#">Shropshire Telford and Wrekin Integrated Care System</a>
11. Staffordshire and Stoke-On-Trent	<a href="#">Staffordshire and Stoke-On-Trent Integrated Care System</a>

**Midlands NHS trusts**

1. Birmingham and Solihull Mental Health NHS Foundation Trust
2. Birmingham Community Healthcare NHS Foundation Trust
3. Birmingham Women's and Children's NHS Foundation Trust
4. Black Country Healthcare NHS Trust
5. Chesterfield Royal Hospital NHS Foundation Trust
6. Coventry and Warwickshire Partnership NHS Trust
7. Derbyshire Community Health Services NHS Foundation Trust
8. Derbyshire Healthcare NHS Foundation Trust
9. Dudley Group NHS Foundation Trust
10. East Midlands Ambulance Service NHS Trust
11. George Eliot Hospital NHS Trust
12. Kettering General Hospital NHS Foundation Trust
13. Leicestershire Partnership NHS Trust
14. Lincolnshire Community Health Services NHS Trust
15. Lincolnshire Partnership NHS Foundation Trust
16. Midlands Partnership NHS Foundation Trust
17. Northampton General Hospital NHS Trust
18. Northamptonshire Healthcare NHS Foundation Trust
19. Nottingham University Hospitals NHS Trust
20. Nottinghamshire Healthcare NHS Foundation Trust
21. North Staffordshire Combined Healthcare NHS Trust
22. Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust
23. Royal Orthopaedic Hospital NHS Foundation Trust
24. Royal Wolverhampton NHS Trust
25. Sandwell and West Birmingham Hospitals NHS Trust
26. Sherwood Forest Hospitals NHS Foundation Trust
27. Shrewsbury and Telford Hospital NHS Trust
28. Shropshire Community Health NHS Trust
29. South Warwickshire NHS Foundation Trust
30. United Lincolnshire Hospitals NHS Trust
31. University Hospitals Birmingham NHS Foundation Trust
32. University Hospitals Coventry and Warwickshire NHS Trust
33. University Hospitals Derby and Burton
34. University Hospitals of Leicester NHS Trust
35. University Hospitals of North Midlands NHS Trust
36. Walsall Healthcare NHS Trust
37. West Midlands Ambulance Service NHS Foundation Trust
38. Worcestershire Acute Hospitals NHS Trust
39. Worcestershire Health and Care NHS Trust
40. Wye Valley NHS Trust

## **Appendix 2: Higher Education Institutions (HEI) in the Midlands delivering specific psychological professions courses**

**Note:** 1) Additional courses are commissioned by HEE that Midlands services access, but are not delivered in the Midlands region. 2) Some listed courses may be in the commissioning stage and subject to contract finalisation

<b>Professional role</b>	<b>Training provision</b>
<b>Psychological Wellbeing Practitioner (PWP)</b>	<p><b>University of Staffordshire</b> PWP apprenticeship</p> <p><b>Birmingham and Solihull Mental Health Foundation Trust (accredited by University of Birmingham)</b> HIT-CBT (IAPT)</p> <p><b>University of Lincoln</b> HIT-CBT (IAPT) Psychological Wellbeing Practitioner (IAPT)</p> <p><b>De Montfort University</b> Psychological Wellbeing Practitioner (IAPT)</p>
<b>Mental Health and Wellbeing Practitioner (MHWP)</b>	<p><b>University of Worcester</b> PG Cert and Grad Cert</p> <p><b>University of Derby</b> PG Cert and Grad Cert</p>
<b>Education Mental Health Practitioner (EMHP)</b>	<p><b>University of Derby</b> PG Cert</p> <p><b>University of Northampton</b> PG Cert</p>
<b>Children's Wellbeing Practitioner (CWP)</b>	<p><b>University of Northampton</b> PG Cert</p>
<b>Youth Intensive Psychological Practitioner (YIPP)</b>	(None in the Midlands)
<b>Counsellor</b>	<p><b>University of Warwick</b> Psychotherapy and Counselling (MSc)</p> <p><b>University of Derby</b> MSc Integrated Counselling Psychotherapy</p> <p><b>Newman University, Birmingham</b> Integrative Counselling Foundation Degree (BACP accredited)</p> <p><b>University of Wolverhampton</b> Integrative Counselling and Psychotherapy MSc (BACP accredited)</p> <p><b>University of Staffordshire</b> Psychotherapeutic Counselling MSc/PGDip (BACP)</p>

<p><b>Child and Adolescent Psychotherapist (CAPT)</b></p>	<p><b>Birmingham Trust for Psychoanalytic Psychotherapy</b>          Child Psychotherapy Clinical Training (ACP accredited)</p>
<p><b>Cognitive Behavioural Therapist (CBT Therapist)</b></p>	<p><b>University of Birmingham</b>          CBT High Intensity  <b>Coventry University</b>          PGDip CBT (IAPT HI)          MSc Cognitive Behavioural Psychotherapy  <b>University of Lincoln</b>          IAPT High Intensity Training</p> <p><b>Staffordshire University</b>          IAPT High Intensity Training  <b>University of Nottingham</b>          IAPT High Intensity Training</p>
<p><b>Adult Psychotherapist</b></p>	<p><b>University of Derby</b>          MSc Cognitive Behavioural Psychotherapy          MSc Integrated Counselling and Psychotherapy  <b>Newman University, Birmingham</b>          Postgraduate Counselling and Psychotherapy training          Integrative Counselling and Psychotherapy Studies          MSc          Advanced Diploma in Psychotherapy Studies  <b>University of Warwick</b>          Psychotherapy and Counselling MSc (UKCP accredited)  <b>West Midlands Institute of Psychotherapy</b>          Training in Analytical Psychotherapy (BPC)  <b>Birmingham Trust for Psychoanalytic Psychotherapy</b>          Modified Adult Psychotherapy Training (BPC) - conversion course for Child Psychotherapist (ACP) becoming Adult Psychotherapists</p>
<p><b>Family and Systemic Psychotherapist</b></p>	<p><b>University of Birmingham MSc (AFT accredited)</b>          Systemic and family therapy training</p>

<p><b>Clinical Psychologist</b></p>	<p> <b>University of Birmingham</b>            DClinPsy  <b>Coventry University</b>            DClinPsy  <b>University of Leicester</b>            DClinPsy  <b>University of Lincoln</b>            DClinPsy  <b>University of Nottingham</b>            DClinPsy  <b>Staffordshire University</b>            DClinPsy         </p>
<p><b>Forensic Psychologist</b></p>	<p> <b>Birmingham City University</b>            MSc Forensic Psychology  <b>University of Birmingham</b>            ForenPsyD  <b>University of Derby</b>            MSc Forensic Psychology            PGDip Forensic Psychology in Practice  <b>University of Lincoln</b>            MSc Forensic Psychology  <b>Nottingham Trent University</b>            Forensic Psychology         </p>
<p><b>Counselling Psychologist</b></p>	<p> <b>University of Wolverhampton</b>            Counselling Psychology Professional Doctorate  <b>Staffordshire University</b>            Counselling Diploma and Counselling Certificate         </p>
<p><b>Health Psychologist</b></p>	<p> <b>Aston University</b>            MSc Health Psychology  <b>Birmingham City University</b>            MSc Health Psychology (Stage 1)  <b>University of Derby</b>            Stage 1 Training Provision            MSc Health Psychology  <b>De Montford University</b>            MSc Health Psychology  <b>Staffordshire University</b>            MSc Health Psychology            Health Psychology Professional Doctorate         </p>
<p><b>Clinical Associate in Psychology (CAP)</b></p>	<p> <b>Keele University</b>            MSc Clinical Associate in Psychology  <b>Nottingham Trent University</b>            MSc Clinical Associate in Psychology Apprenticeship         </p>

**Addendum 1**

## Psychological Professions

	Psychologists	Psychological Therapists	Psychological Practitioners
	Clinical Psychologists	Cognitive Behavioural Therapists	Psychological Wellbeing Practitioners
	Counselling Psychologists	Counsellors	Children's Wellbeing Practitioners
	Forensic Psychologists	Child and Adolescent Psychotherapists	Education Mental Health Practitioners
	Health Psychologists	Adult Psychotherapists	Mental Health and Wellbeing Practitioners
		Family and Systemic Psychotherapists	Youth Intensive Psychological Practitioners
		Psychological Therapists (other)	
		Art, Drama and Music Therapists*	
Associate and Assistant Roles	Clinical Associate in Psychology		
	Assistant Psychologist		

*\* Allied health professions professional leadership*