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12th February 2024

Reference number: CPFT FOI F24-578

SENT BY EMAIL

Dear *****

Thank you for your email requesting information under the Freedom of Information Act 2000. Please find our response below as requested.

Your Request

I am involved in negotiations with colleagues in my current service to acquire additional NHS budget to allow counsellors to be awarded the same salary as other therapists at the same level (High Intensity Step 3) as recommended by all relevant NHS information. Part of this work requires the collation of the salaries paid by other Talking Therapies Services within England.

Under the Freedom of Information Act could you therefore please supply the following information –
The NHS Banding and salary range paid to counsellors who work within your service.

Our Response

Please note the below response has been provided by our Talking Therapies service.

Band qualified and professionally accredited counsellors, who have completed an official Talking Therapies modality, will generally fall under Band 7 of the Agenda for change pay scales: [Agenda for change - pay rates | Health Careers](#)

However, to be graded at this level, which is commensurate with their High Intensity therapy colleagues, they must have completed all the elements below:

- 1) They are expected to be working with step 3 high intensity patients and undertaking comparable workloads etc, including tasks such as supervision of colleagues where appropriate.



- 2) They must have achieved accreditation with a professional body at appropriate level, ie. HCPC as a Professional Psychologist, BACP, UKCP or National Counsellor Society (NCPS) as a counsellor or psychotherapist. Please note that there is some complexity to counsellor accreditation, so it is important to check the level of accreditation to ensure the practitioner has gained full professional accreditation and not simply a member or student membership.
- 3) They must have completed an official Talking Therapies modality and maintain their accreditation with modalities below which currently only includes:
 - a. Counselling for Depression (CfD)
 - b. Behavioural Couples Therapy or Couples Therapy
 - c. Dynamic Interpersonal Therapy (DIT)
 - d. Interpersonal Therapy (IPT)
 - e. We would also consider candidates with Counselling Psychology Doctorate or Clinical Psychology doctorate acceptable

Note: Being an accredited EMDR practitioner with professional registration would not currently be considered sufficient alone to be banded at grade 7 and neither would Mindfulness. However, if an individual had attained a higher level of practice such as consultant EMDR status this might require some discretion as to appropriate grading given the lack of practitioners with this level of skill.

If an individual applies for a post with professional registration as a counsellor, but not yet completed a Talking Therapies modality as above, they would be graded at band 6 until they had completed their Talking Therapies modality.

At present, we would not appoint a counsellor who had not yet gained professional registration as a counsellor.

I trust this information meets your needs. If you have any query or concern about the handling of your enquiry then please contact the Trust's Freedom of Information Lead at the address below.

You also have the right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Telephone: 01625 545700

Website: www.informationcommissioner.gov.uk

Yours sincerely,

Stephen Legood
Director of People and Business Development

