

Reference: FOI. ICB-2526/269

Subject: Agenda for Change Pay Scales, commissioned providers of NHS Talking Therapies and MH Budget

I can confirm that the ICB does hold some of the information requested; please see responses below:

| QUESTION | RESPONSE |
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| 1. What Agenda for Change Pay Scales are counsellors employed on within the ICB? | N/A - BNSSG ICB does not directly employ any counsellors |
| 2. What Agenda for Change Pay Scales are psychotherapists employed on within the ICB? | N/A - BNSSG ICB does not directly employ any psychotherapists |
| 3. What is the total number and Whole Time Equivalent number of counsellors and psychotherapists employed within the ICB? | N/A – As above |
| 4. What Agenda for Change Pay Scales are high intensity therapists within NHS Talking Therapies for Anxiety and Depression, including both trainees and qualified high intensity therapists, employed on within the ICB? | N/A – As above |
| 5. Does the ICB categorise counsellors and psychotherapists working at Step 3 within NHS Talking Therapies for Anxiety and Depression and delivering one of the approved intervention modalities as High Intensity Therapists, as outlined within the NHS Talking Therapies for Anxiety and Depression Manual published by NHS England? | <p>The contract for NHS Talking Therapies in BNSSG specifies that the provider will deliver the service in line with the NHS Talking Therapies for Anxiety and Depression Manual. The manual states that in section 4.1.2 that:</p> <p><i>High-intensity therapists (HITs) deliver a range of NICE-recommended evidence-based psychological therapies, illustrated in Table 4. All therapists need to have been trained in the particular therapy or therapies that they deliver, with linked professional</i></p> |

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| | <i>accreditation with the relevant professional body. After therapists have completed their NHS Talking Therapies accredited training programme there is an expectation for them to complete a structured preceptorship year.</i> |
| 6. What Agenda for Change Pay Scales are counsellors employed on within services commissioned by the ICB? | This information is not held by the ICB, this would need to be requested directly from commissioned providers who employ counsellors. |
| 7. What Agenda for Change Pay Scales are psychotherapists employed on within services commissioned by the ICB? | This information is not held by the ICB, this would need to be requested directly from commissioned providers who employ psychotherapists. |
| 8. What is the total number and Whole Time Equivalent number of counsellors and psychotherapists employed within services commissioned by the ICB? | This information is not held by the ICB, this would need to be requested directly from commissioned providers who employ counsellors and psychotherapists. |
| 9. What Agenda for Change Pay Scales are high intensity therapists within NHS Talking Therapies for Anxiety and Depression, including both trainees and qualified high intensity therapists, employed on within services commissioned by the ICB? | This information is not held by the ICB, this would need to be requested directly from the provider. |
| 10. Does the ICB contract out to a third party the employment of any counsellors, psychotherapists or high intensity therapists? | <p>The ICB commissions a range of providers to deliver mental health services across BNSSG. These contracts include employment of a range of appropriate mental health staff to deliver the specific service. The breakdown of the workforce for each of the services is not held by the ICB, this would need to be requested directly from each provider.</p> <p>The ICB use Health Assured as their Employee Assistance Programme who provide EAP services to include counselling.</p> |

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| 11. If the ICB contracts out the employment of any counsellors, psychotherapists or high intensity therapists to a third party, does the ICB make any requirements that Agenda for Change pay scales are adhered to by that provider? | There is no requirement within the NHS Standard Contract for non-NHS providers to use the Agenda for Change pay scale. |
| 12. Can you please detail the commissioned providers of NHS Talking Therapies with the ICB? | The ICB commissions Vita Health Group to provide NHS Talking Therapies services within BNSSG. This is the only commissioned provider for NHS Talking Therapies within BNSSG. |
| 13. Can you please detail the budget spent for each commissioned mental health service within the ICB, as well as detailing the budget allocated to each provider of each service? | Budgets align to contract values and these can be found in the BNSSG ICB contracts register. The 2025/26 Contracts Register is due to be published shortly and will be found in the publication pages on the ICB website: Library - BNSSG Healthier Together |

The information provided in this response is accurate as of 15 December 2025 and has been approved for release by David Jarrett, Chief Delivery Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.