

28/11/2025

NN-ICB/25-1395

Dear Requestor

Re: Freedom of Information Request

Thank you for your request for information, received on 12 November 2025, regarding Agenda for Change pay scales. We have processed your request in accordance with the Freedom of Information Act 2000 (FOIA).

Under the FOIA, public authorities like ours are required to respond to requests for information within 20 working days. In response to your request, I can confirm that we partially hold the information requested.

Please find below our response to your request:

1. What Agenda for Change Pay Scales are counsellors employed on within the ICB?
[Nottingham and Nottinghamshire ICB does not employ counsellors.](#)
2. What Agenda for Change Pay Scales are psychotherapists employed on within the ICB?
[Nottingham and Nottinghamshire ICB does not employ psychotherapists.](#)
3. What is the total number and Whole Time Equivalent number of counsellors and psychotherapists employed within the ICB?
[Nottingham and Nottinghamshire ICB does not employ counsellors or psychotherapists.](#)
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?
[Nottingham and Nottinghamshire ICB does not employ NHS Talking Therapies staff.](#)
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?
[The ICB commissions NHS Talking Therapies in line with the manual.](#)
6. What Agenda for Change Pay Scales are counsellors employed on within services commissioned by the ICB?
[The ICB does not stipulate pay scales.](#)

7. What Agenda for Change Pay Scales are psychotherapists employed on within services commissioned by the ICB?

The ICB does not stipulate pay scales.

8. What is the total number and Whole Time Equivalent number of counsellors and psychotherapists employed within services commissioned by the ICB?

The ICB does not commission staff numbers, the ICB commissions in line with the NHS Manual.

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?

The ICB does not stipulate pay scales, however, in line with national requirements, trainee High Intensity Therapies are funded at Band 6.

10. Does the ICB contract out to a third party the employment of any counsellors, psychotherapists or high intensity therapists?

No.

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?

Not applicable.

12. Can you please detail the commissioned providers of NHS Talking Therapies with the ICB?

Vita Health Group

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?

Vita Health Group for NHS Talking Therapies - contract value for 2025/26 is £21,178,924.

If you are unhappy with the way in which your request has been handled, NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) has an internal review procedure through which you can raise any concerns you might have. Further details of this procedure can be obtained by contacting Lucy Branson, Director of Corporate Affairs via lucy.branson@nhs.net or by writing to FOI Team at NHS Nottingham and Nottinghamshire ICB, Sir John Robinson House, Sir John Robinson Way, Arnold, Daybrook, Nottingham NG5 6DA.

If you remain dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office (ICO), who will consider whether the organisation has complied with its obligations under the Act and can require the organisation to remedy any problems. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by NHS Nottingham and Nottinghamshire ICB. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/for-the-public/>.

Complaints to the Information Commissioner's Office should be sent to:

FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 123 1113 or report a concern via <https://ico.org.uk/concerns/>.

Yours sincerely

Freedom of Information (FOI) Officer on behalf of NHS Nottingham and Nottinghamshire Integrated Care Board

nnicb-nn.foi@nhs.net

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