

Information Governance Department  
East Wing  
St. Pancras Hospital  
4. St. Pancras Way  
London NW1 0PE  
[Freedom.Information@Candi.nhs.uk](mailto:Freedom.Information@Candi.nhs.uk)

23 January 2015

**Reference: 2015-181**

Dear 

**Re: Information Request – Freedom of Information Act 2000**

Following your request for information we received on the 29 December 2014, we are providing you with access to the recorded information held by Camden and Islington NHS Foundation Trust in answer to your enquiry.

You requested the following information:

- “1. **What is the number of clinical psychologists and the number of Counselling Psychologists in Camden and Islington NHS Foundation Trust?**

**I need this information to be divided according to the different NHS pay bands. The percentage of Clinical Psychologists in relation to Counselling psychologists on Band 7, Band 8A, Band 8B, Band 8C & Band 8D.**

**I have created the table below in order to clarify the data I require:**

Please refer to the below table.

| <b>Band</b>        | <b>Clinical Psychologist</b> | <b>Counselling Psychologist</b> | <b>Grand Total</b> |
|--------------------|------------------------------|---------------------------------|--------------------|
| Band 7             | 63                           | 7                               | 70                 |
| Band 8 - Range A   | 62                           | 1                               | 63                 |
| Band 8 - Range B   | 18                           | 0                               | 18                 |
| Band 8 - Range C   | 8                            | 0                               | 8                  |
| Band 8 - Range D   | 8                            | 0                               | 8                  |
| <b>Grand Total</b> | <b>159</b>                   | <b>8</b>                        | <b>167</b>         |

2. I would grateful if you would kindly provide me with the statistics for the number of jobs advertised for both clinical and counselling psychologists for Band 7, Band 8A, Band 8B, Band 8C & Band 8D in both primary and secondary care.

Kindly also provide me with the number of jobs (or percentage) where counselling psychologists were successful in their applications.

I need this information to be carried out for the following years:  
2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013 & 2014

I have created the table below in order to clarify the data I require:

| Band    | Total no of jobs advertised for both Clinical & Counselling Psychologists (advertised as Clinical/Counselling Psychologist) in <u>Primary Care</u> | Total no of jobs (or %) Counselling Psychologists were successful in in their applications for <u>primary care posts</u> | Total no of jobs advertised for both Clinical & Counselling Psychologists (advertised as Clinical/Counselling Psychologist) in <u>Secondary Care</u> | No of jobs (or %) Counselling Psychologists were successful in in their applications for <u>secondary care posts</u> |
|---------|--|--|--|--|
| Band 7  |  |  |  |  |
| Band 8A |  |  |  |  |
| Band 8B |  |  |  |  |
| Band 8C |  |  |  |  |
| Band 8D |  |  |  |  |

3. Could you also kindly provide data as to the percentage of ethnic minorities applicants among Clinical Psychologist and separately among Counselling Psychologists who were successful in their applications for Clinical/Counselling posts. This should be divided into primary and secondary care.

I need this information to be carried out for the following years:  
2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013 & 2014

I have created the table below in order to clarify the data I require:

| Band | Percentage of <u>ethnic minority</u> applicants among Clinical Psychologists who | Percentage of <u>ethnic minority</u> applicants among Counselling Psychologists who | Percentage of <u>ethnic minority</u> applicants among Clinical Psychologists who | Percentage of <u>ethnic minority</u> applicants among Counselling Psychologists who |
|------|--|---|--|---|
|      |  |   |  |   |

|         | were successful in their applications for Clinical/Counselling posts in <u>Primary Care</u> | were successful in their applications for Clinical/Counselling posts in <u>Primary Care</u> | were successful in their application for Clinical/Counselling posts in in <u>Secondary Care</u> | were successful in their applications for Clinical/Counselling posts in <u>Secondary Care</u> |
|---------|---|---|---|---|
| Band 7  |   |   |   |   |
| Band 8A |   |   |   |   |
| Band 8B |   |   |   |   |
| Band 8C |   |   |   |   |
| Band 8D |   |   |   |   |

4. I would be grateful if you would kindly provide me with the average age of successful applicants among clinical and counselling psychologists in primary and secondary care.

I need this information to be carried out for the following years:  
2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013 & 2014

I have created the table below in order to clarify the data I require:"

| Band    | Average age of applicants amongst Clinical Psychologists who were successful in their applications for Clinical/Counselling posts in <u>Primary Care</u> | Average age of applicants amongst Counselling Psychologists who were successful in their applications for Clinical/Counselling posts in <u>Primary Care</u> | Average age of applicants amongst Clinical Psychologists who were successful in their application for Clinical/Counselling posts in in <u>Secondary Care</u> | Average age of applicants amongst Counselling Psychologists who were successful in their applications for Clinical/Counselling posts in <u>Secondary Care</u> |
|---------|--|---|--|---|
| Band 7  |  |   |  |   |
| Band 8A |  |   |  |   |
| Band 8B |  |   |  |   |
| Band 8C |  |   |  |   |
| Band 8D |  |   |  |   |

## Refusal Notice

In relation to questions 2 to 4 above, from our preliminary assessment, we estimate that your request for information would take a minimum of four days work to comply with your request and therefore compliance with your request would exceed the appropriate limit, which is currently £450 under section 12 of the Freedom of Information Act 2000 for the following reasons.

- The Trust did not have electronic recruitment records prior to 2009 so it would have to try to ascertain these numbers by interrogating the Electronic Staff Records system (ESR).
- The Trust would have to examine each recruitment episode to categorise if they are primary care or secondary care positions.
- The Trust would have to identify and retrieve the employee file of each successful applicant to ascertain if they are a Clinical Psychologist or Counselling Psychologist as these posts are advertised as one position.
- The Trust would have to interrogate the ESR and/or check their employee files to ascertain the ethnicity and age of each successful candidate and once this is established categorise them by post and care type.

I do hope you are satisfied with the way in which your response was handled, if not you may request an internal review at the above email address within 28 days of this letter. When contacting the Trust please use the above reference that is unique to your request.

If you remain unsatisfied with the outcome of the internal review, you may seek further recourse by lodging an appeal with the Information Commissioner' Office at Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF and on the Information Centre's website. [www.ico.gov.uk/](http://www.ico.gov.uk/)

Yours sincerely

  
Interim Information Governance Officer