



Drug and Alcohol Treatment and Recovery Services

National Workforce Census V2 February 2023

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Finally, we would like to thank the large number of providers and commissioners who participated in this, the first national census of the workforce in drug and alcohol services.

Drug and alcohol workforce summary 2022



The D&A workforce consisted of 11,453 WTE treatment provider and LERO staff and 398 WTE commissioning staff



535 submissions received from treatment providers, LEROs and commissioners



Drug and alcohol workers were the largest workforce group across treatment providers
48% (5,443 WTE)



74% of staff working in drug and alcohol services work in the voluntary sector



684 WTE peer support workers recorded across the drug and alcohol workforce



Within the drug and alcohol treatment provider workforce 60% of staff are female



84% of treatment provider staff were on permanent contracts



12% of the D&A treatment provider workforce were unpaid volunteers

Executive Summary (1)

Introduction

Dame Carol Black's (DCB) [Independent Review of Drugs](#) set out recommendations to tackle the scale of drug-related harm in the UK. This included the need to improve the capacity and capability of the drug and alcohol treatment and recovery workforce. In response to the DCB review, the government published a new 10-year drug strategy [From Harm to Hope: A 10-year drugs plan to cut crime and save lives](#) in April 2022. It committed to a range of actions to support workforce transformation.

To deliver the ambitions of the drug strategy, Health Education England (HEE) were commissioned to develop a workforce strategy, which will outline the vision for the drug and alcohol treatment and recovery workforce. To support the development of the workforce strategy the NHS Benchmarking Network (NHSBN) were commissioned to undertake the first ever comprehensive workforce census across treatment providers, local authority (LA) commissioners and lived experience recovery organisations (LEROs). A lived experience recovery organisation (LERO) is an organisation led by people with lived experience of recovery. LEROs deliver a range of harm reduction interventions, peer support, recovery support and help people to access and engage in treatment and other support services.

This is the most comprehensive workforce data collection for drug and alcohol services to date. The data presented in this report will be invaluable in supporting the development of the strategy and future workforce training and needs.

The report provides an overview of the workforce across LA-commissioned drug and alcohol services, as well as the workforce working for treatment providers, lived experience recovery organisations (LEROs) and LA commissioning organisations. For the purposes of this report, the 'drug and alcohol workforce' refers to LA-commissioned treatment and recovery services, LEROs and LA commissioning teams. The data is summarised primarily by job role group; more detailed information for individual roles is provided in Appendix 1.

Participation

There were 535 data submissions of which 347 were from treatment providers, 23 from LEROs and 165 from commissioners. Most treatment provider submissions were received from voluntary organisations (78%; N=270) followed by the NHS (18%; N=63), and the independent/private sector (4%; N=14). We received a range of submissions from LA commissioners including those reporting activity for commissioning staff only (72%; N=119), those including activity for treatment staff employed by the LA (19%; N=31) and those that sent submissions including commissioning and treatment staff (9%; N=15).

We received submissions for all seven health regions from all sectors. The majority of independent/private sector submissions (9) were from the North West; there were no submissions received from independent/private sector organisations in the East of England, London and the Midlands. Most submissions for LEROs were from London (4) and the Midlands (8), although there was at least one submission for each region.

By service type, most submissions were for community treatment and recovery support services (69%) followed by young people's alcohol and drug services (20%), residential rehabilitation (8%) and inpatient detoxification (4%). Please note these percentages are calculated using the total submissions that were received (N=535).

Executive Summary (2)

Key findings

Across all sectors 11,851 whole time equivalent (WTE) staff were reported, 11,269 WTE (95%) for the treatment provider workforce, 398 WTE (3%) commissioning staff and 184 WTE (2%) lived experience and recovery organisation (LERO) staff. The voluntary sector accounted for almost three quarters of the drug and alcohol workforce (74%) followed by the NHS (15%), LA-delivered treatment staff (4%), independent /private sector (3%), LA commissioning staff (3%) and LEROs (2%). Regionally, whole time equivalent per 1000 treatment number ranged-from 34 WTE to 42 WTE. Many factors may influence this metric but it should be reviewed with local stakeholders to understand the variation.

The profile of the workforce by job role shows just less than half of the treatment provider workforce is made up of alcohol and drug workers, followed by service management and administration (23%), peer support and service user development staff (including support workers) (10%), and nurses (9%). Across all sectors 684 WTE peer support workers were reported.

Vacancy, sickness absence and turnover rates for all staff were 11%, 4% and 19% respectively. For alcohol and drug workers, the largest staff group, rates were 15%, 5% and 14% for vacancy, sickness absence and turnover, respectively. Please refer to the specific report sections for caveats associated with these metrics.

More detailed findings for each of the specific sectors are detailed below.

Focus on Treatment Providers

The treatment provider data presented below includes data from the voluntary sector, the NHS, the independent/private sector and also activity relating to treatment provision delivered by local authorities (LA-delivered treatment).

The voluntary sector makes up 78% of the treatment provider workforce (8,768 WTE), with the NHS the second largest sector at 16% (1786 WTE). The independent/private sector and LA-delivered treatment sector account for a smaller proportion of the workforce at 3% (299 WTE) and 4% (417 WTE), respectively. Alcohol and drug workers make up the largest proportion of the workforce at 48%.

Vacancy rates ranged from 11% (voluntary sector) to 25% (LA-delivered treatment sector) for all staff. For the largest staff group, alcohol and drug workers, vacancy rates ranged from 13% (voluntary and independent/private sectors) to 21% (NHS).

The rate of sickness for all staff ranged from 3% in the independent/private sector to 6% in the NHS which was in line with the 5.2% reported by NHS Digital for all NHS staff.

For alcohol and drug workers (the largest staff group) the turnover rates ranged from 13% (460 leavers) in the voluntary sector to 23% (52 leavers) in the NHS. For all staff the voluntary sector reported the highest turnover rate at 27%. NHS Digital reported a leaver rate of 11.9% for all NHS staff.

Due to the high percentage of voluntary organisations there is a high number of volunteer/unpaid staff in the sector.

Executive Summary (3)

Twelve percent of the treatment provider workforce are unpaid/volunteers. These unpaid/volunteers can be qualified or unqualified staff who are providing their services on a volunteer basis. Bands 5 (£22k-31k) and 6 (£32-39k) each make up a quarter of the workforce overall, but for the voluntary and independent/private sectors approximately 80% of the workforce are band 5 or below (<£32k) compared to approximately 65% for the NHS and 57% for LA-delivered treatment. The majority of the alcohol and drug workers staff group (93%) are band 5 or lower (<£32k), compared to 76% within this salary range across all staff groups. Agenda for Change bands were used alongside a breakdown of the salary ranges for each band. Non-NHS organisations were asked to report their staff within the appropriate salary range. This was done to allow comparisons across sectors.

Individuals who have been in post for less than one year make up the largest percentage of staff overall at 37%, with the voluntary sector reporting the highest rate at 40%. LA-delivered treatment staff have the lowest percentage of staff that have been in post for less than a year at 17%. Overall, 84% of staff are on permanent contracts and 69% of staff work full time. LA-delivered treatment includes staff who work in frontline roles in drug and alcohol treatment and recovery services. It does not include LA commissioning staff. Some LAs have taken some service provision in-house, while others have LA staff such as social workers specifically employed to work in drug and alcohol treatment and recovery services.

The percentage of the workforce from a Black/Black British ethnic minority background was higher (5%-9%) compared to the general population in England (working age) (4%). In contrast the percentage of the workforce who were Asian/Asian British was smaller (4%-8%) than the English working age population (9%). The workforce in all sectors was generally older than the English working age population with higher percentage of staff in the 40-49 and 50-59 age bands. Ten percent of staff across all sectors reported a disability although this was lower for the NHS (7%) and LA (5%) sectors.

There were 472 non-medical prescribers (NMPs) reported of which 389 (82%) were actively prescribing in their current role. Nurses were the main NMPs reported making up 86% of all active NMPs.

One hundred and sixty-seven social workers were identified based on their qualification alone. This is more than the 114 social workers identified within the main workforce census based on job role. This is due to some social workers in the workforce census being employed and reported with a different job title, for example, as an alcohol and drug worker.

Sixty-three organisations reported a percentage of their nursing staff as dedicated alcohol nurses although 162 respondents said that they had no nurses dedicated to this role. For non-nursing staff, there were 82 organisations who reported some dedicated alcohol staff but a further 136 who reported no dedicated staff.

Focus on Commissioners

Of the 165 submissions recorded from local authorities 119 contained workforce data for commissioning staff only, 15 contained information relating to treatment provider staff as well as the commissioning workforce and the remaining 31 submissions contained only treatment provider staff. The treatment provider staff on these returns is a mix of LA-delivered treatment and LA-employed treatment staff. Please note that the demographic data is for all local authority staff and cannot be disaggregate by commissioning and treatment provider staff.

Executive Summary (4)

Local authorities reported 398 WTE commissioning staff across a total of nine roles, the largest of which was 'commissioners (adult)', at 33% of the workforce. This followed by 'other commissioning staff' (14%), 'coordinators (adults)' and 'commissioners / coordinators (young people)' (10%), 'project managers' and 'strategy managers' (8%), 'administrators' and 'data analysts' (6%), and 'contracts officers' (5%). The salary reported for each role varied considerably, highlighting a diversity across apparently similar staff roles.

Overall, 78% of commissioning staff were full time with 83% on permanent contracts and 26% in post for less than a year.

For commissioning roles specifically, the vacancy rate was 14%, turnover 11% and sickness absence 2%. The ethnicity profile for all local authority staff is generally in line with the English working age population. There was a higher percentage of staff aged 40-59 (55%) in this sector compared to the working age population (39%): there was a smaller percentage aged 60+ (6%) compared to the working age population (15%).

Focus on Lived Experience Recovery Organisations (LEROs)

Lived experience recovery organisations (LEROs) returned 23 submissions for a limited number of local authority areas (N=18). Analysis reported within this section should therefore be interpreted with caution. LEROs reported 184 WTE across six workforce groups with peer support and service user development roles the largest at 84 WTE (46%).

Unpaid/volunteer staff accounted for 17% of the LERO workforce and 78% were band 4 (<£26k) or below. LEROs reported 34% of staff in post for less than a year with 42% on permanent contracts. The remaining staff were on temporary (17%) and fixed term (41%) contracts. 59% of LERO staff were full time which compared to 69% for treatment providers.

The vacancy, sickness and turnover rate metrics were based on relatively low numbers of submissions making it difficult to provide a national position.

There is greater representation of Black / Black British individuals in the drug and alcohol LERO workforce compared to the English working age population: there was a smaller percentage of individuals from an Asian / Asian British. The workforce is generally older than the working age population with 76% of staff aged 40 or over; this compares with 55% of the working age population. Within LEROs 45% of the workforce were female. This differs to treatment providers where between 58% and 69% of the workforce were female.

Introduction

Dame Carol Black's (DCB) [Independent Review of Drugs](#) set out recommendations to tackle the scale of drug-related harm in the UK. This included the need to improve the capacity and capability of the drug and alcohol treatment and recovery workforce.

In response to the DCB review, the government published a new 10-year drug strategy [From Harm to Hope: A 10-year drugs plan to cut crime and save lives](#) in April 2022. It committed to a range of actions to support workforce transformation including:

- work to implement a comprehensive strategy to develop and expand the workforce.
- work to define and improve the training and skills of all sections of the drug treatment workforce, including registered health professionals, drug and alcohol workers and peer supporters.

The Office for Health Improvement and Disparities (OHID) is leading the drug and alcohol treatment and recovery workforce transformation programme in order to deliver the ambitions of the drug strategy, Health Education England (HEE) were commissioned by OHID to develop a range of products including the workforce strategy.

To inform the development of the workforce strategy HEE commissioned the NHS Benchmarking Network (NHSBN) to undertake a census and analysis of the drug and alcohol treatment and recovery workforce in post on 30th June 2022 (some metric data related to the year to 30th June 2022). The scope included local authority (LA)-commissioned NHS, voluntary and independent treatment and recovery service providers including inpatient detoxification and residential rehabilitation; lived experience recovery organisations (LEROs); and LA drug and alcohol treatment and recovery commissioning teams. The stocktake encompassed adult and children and young people's service provision.

The report includes participation rates by region and sector type as well as a summary of services provision.

The report is structured with an initial overview of the workforce across all sectors, highlighting where staff are employed by sector and region. It also includes an overview of workforce numbers by job role group¹. The overview is followed by three sections focussing on treatment providers (NHS, voluntary, independent/private and LA-delivered treatment²), LEROs and commissioners. Each section summarises workforce by job role group, salary profile, time in post, contract detail as well as metrics for vacancies, sickness, turnover and the use of bank and agency staff. Workforce demographics for ethnicity, age, sex and disability are also analysed as well as the percentage of staff considering themselves part of the LGBTQ+ community. A section on specialist nurse roles, non-medical prescribers, social workers and trusted assessors is also included for treatment providers. There is a summary of findings at the end of each section.

Whole time equivalent staff per 1000 treatment number (episodes) are reported. Treatment episodes are categorised into a treatment 'journey' which is a treatment period of concurrent or consecutive episodes. For this report, the latest journey per individual which occurred (i.e., overlapped) between 1st July 2021 and 30th June 2022 has been selected.

Throughout the report totals are based on actual rather than rounded values and may vary slightly to the sum of the rows.

¹Job role groups include a summary of individual job roles within a specific professional area, such as, alcohol and drug workers summarising the 12 more specific roles within this group. Details of the individual job roles within each group along with key analysis are included in Appendix 1

²LA-delivered treatment is where commissioners reported services that they directly managed or sub-contracted but did not identify a treatment provider separately

Project scope

The aim of this work is to provide a detailed profile of the alcohol and drug workforce **within the following scope**:

- Local authority (LA) drug and alcohol commissioning teams
- LA-commissioned adult and young people's treatment providers in the NHS, local authority (services delivered directly by the LA), voluntary and independent sectors, including:
 - Community drug and alcohol treatment and recovery
 - Residential rehabilitation
 - Inpatient detoxification service providers

This includes services funded by LAs through the local drug and alcohol treatment budget including those funded by the public health grant, Supplemental Substance Misuse Treatment and Recovery grant (SSMTR), Rough Sleeping Drug and Alcohol Treatment (RSDATG), Individual Placement and Support (IPS), ADDER/Accelerator and any other drug and alcohol treatment and recovery related direct grant from OHID to LAs.

Note: sub-contracted providers including those not delivering treatment/recovery services, such as harm reduction and family services, were brought into scope of the exercise. Records on those sub-contracted providers are not held so participation rates for those providers cannot be included.

- Lived experience recovery organisations (LEROs).

The following were **out of scope**:

- NHS-commissioned substance misuse teams in secure settings; NHS-commissioned alcohol care teams (ACTs); Pharmacists in retail community pharmacies and hospital pharmacies (only pharmacists directly employed by treatment services are within scope); and GPs treating dependence, in people dependent on drugs and alcohol, outside of a shared care arrangement with a specialist drug and alcohol treatment service, or not as part of a primary care-led specialist treatment service.

Data was collected at provider level with separate submissions for each local authority services are provided to. This allows the data to be aggregated to a regional level and compared to other data held at a regional level, such as treatment numbers.

The census collection tool including completion guidance, definitions and frequently asked questions can be found [here](#).

Participation

Participation (1)

Overall, 535 submissions. The table below shows the number of submissions received by treatment providers, commissioners and lived experience recovery organisations (LEROs) by region. For local authorities, submissions were received in three ways: the majority (119) were submissions including information about local authority commissioning staff only; secondly, some local authorities (31) made separate submissions for workforce delivering treatment services; and third, we received local authority submissions that included treatment provider staff and commissioning staff (15).

Participation rates by sector were 81% for treatment providers, 89% for local authorities and 60% for LEROs. The percentage of LEROs who participated was based on a partial list and although this grew over the course of the project, remained incomplete. Therefore, information within this report relating to LEROs should be viewed as indicative rather than definitive. Similarly, the list of treatment providers changed. Initially the list included lead providers submitting to the National Drug Treatment Monitoring System (NDTMS) but changed to include submissions from sub-contracted services. As the project progressed, sub-contractors were identified and it was important to include these services for a comprehensive dataset of treatment services.

The table below reports the number of submissions by sector and region.

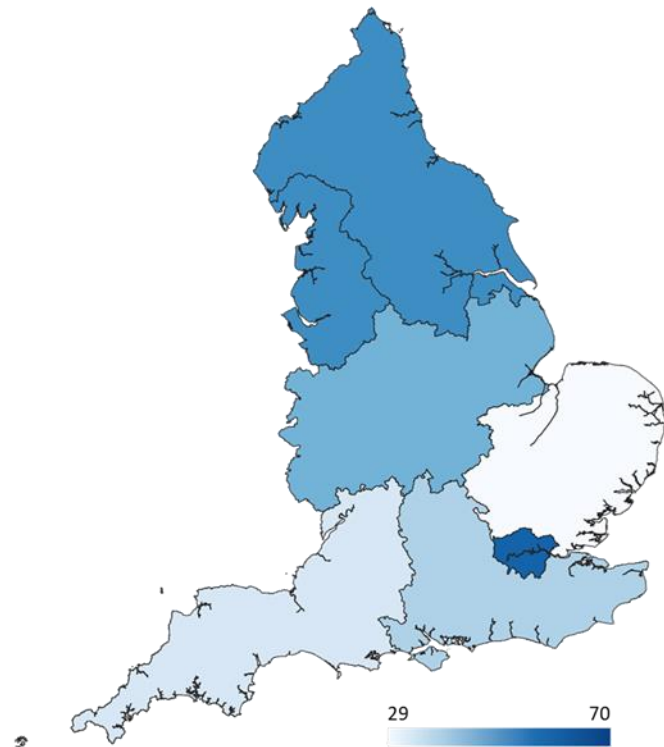
Submissions by sector and region									
	East of England	London	Midlands	North East & Yorkshire	North West	South East	South West	National	Total
Local authority (LA) delivered treatment workforce	4	6	2	7	6	1	5	0	31
Local authority (LA) delivered treatment and commissioning workforce	0	2	3	5	1	4	0	0	15
Local authority (LA) delivered commissioning workforce	11	24	18	20	19	15	12	0	119
Independent/private	0	0	0	1	5	0	2	6	14
NHS	5	15	9	10	12	6	6	0	63
Voluntary sector	23	55	45	47	35	31	22	12	270
Lived experience recovery organisation (LERO)	1	4	8	2	3	4	1	0	23

Not all participants completed all sections of the workforce survey. Where partial data has likely impacted on the analysis the number of responses is included for context.

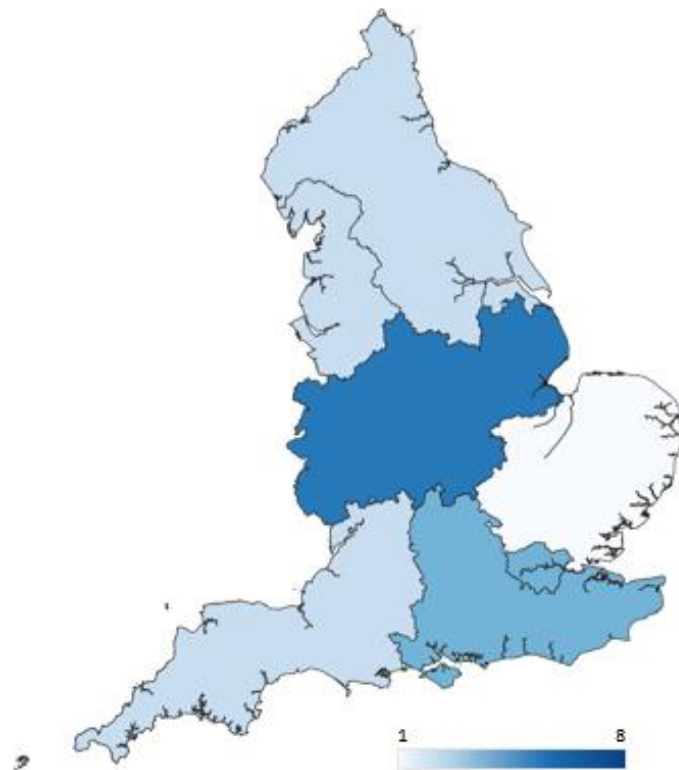
Participation (2)

The three maps below show the number of submissions by treatment provider, LERO and local authority. The maps should be viewed in conjunction with the table on the previous page, to see the number of submissions in each region for each organisation type.

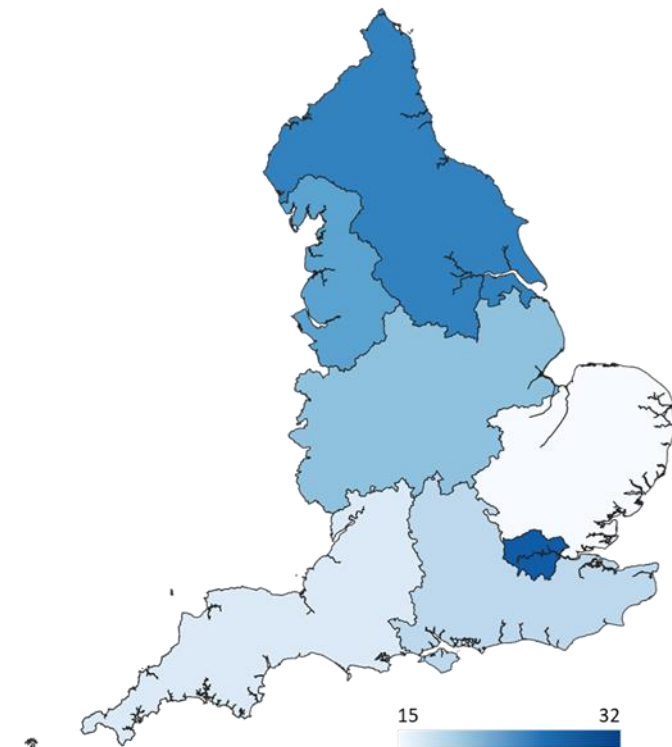
Participation by region: Treatment Provider



Participation by region: LERO



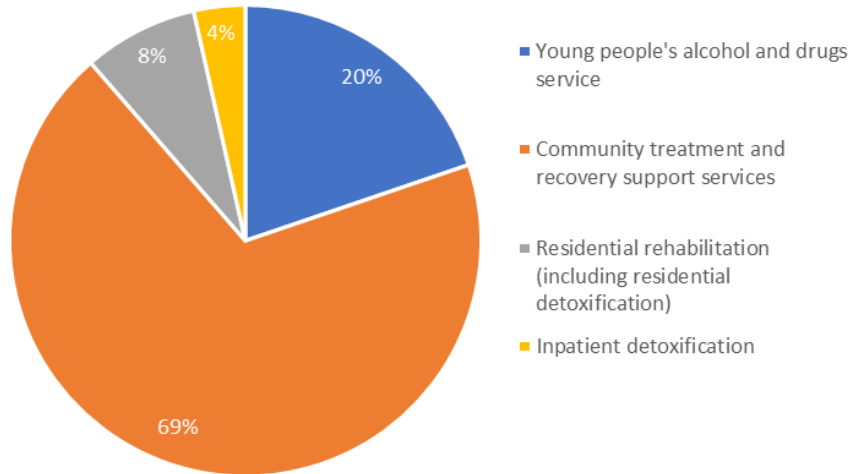
Participation by region: LA



Participation (3)

The chart and table below show the profile of service types provided by LA-commissioned drug and alcohol treatment services across England. This profile includes voluntary sector, NHS and independent treatment providers, LEROs and LA-delivered treatment services. Note that 80% of this cohort responded to the question about service provision type.

Profile of submissions by service type



The chart shows that most submissions (69%) were from providers delivering community treatment and recovery support services with young people's alcohol and drug services reporting the next highest number of submission (20%). There were fewer submissions from residential rehabilitation (8%) and inpatient detoxification services (4%) which is not unexpected given the more specialist nature of these services.

The table shows the number of submissions by service type and sector. For the voluntary sector, NHS, LEROs and LA-delivered treatment providers mostly delivered community treatment and recovery support services and young people's alcohol and drug services. However, the services provided by independent/private sector organisations that submitted to the project were more focussed on residential rehabilitation and inpatient detoxification.

Submissions by service type and sector						
Service treatment type	Voluntary sector	NHS	Independent /private	LERO	LA-delivered treatment	Total
Young people's alcohol and drugs service	45	6	0	0	22	73
Community treatment and recovery support services	173	46	4	9	22	254
Residential rehabilitation (including residential detoxification)	21	1	7	0	0	29
Inpatient detoxification	3	7	3	0	0	13

Workforce overview

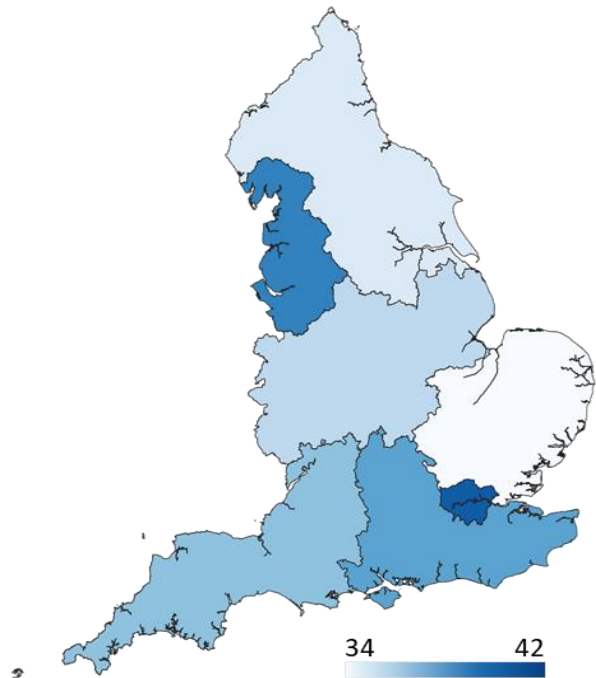
Includes all treatment providers, lived experience recovery organisations (LEROs) and commissioners across all sectors

Geographical profile of workforce

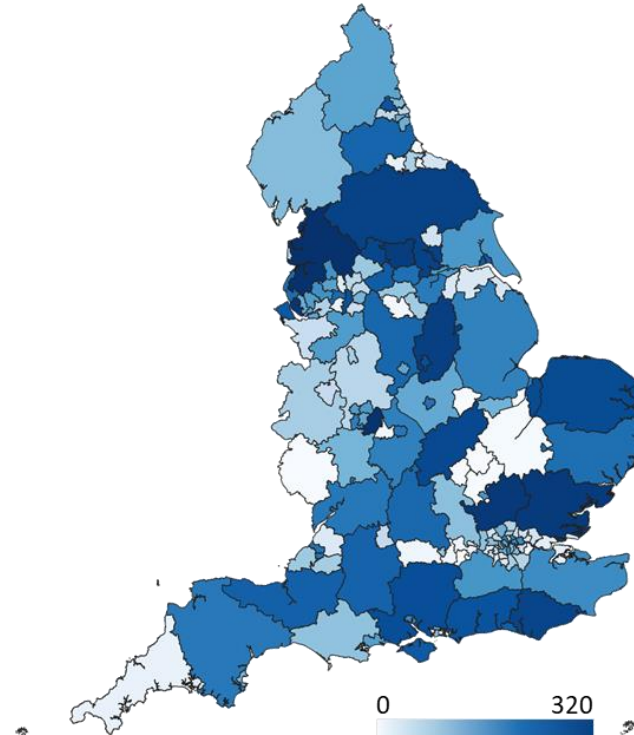
The maps below provide a geographical view of the workforce across England. The first map on the left shows the WTE per 1000 treatment numbers by regions¹. The three remaining maps show the workforce by local authority of service delivery: for treatment providers; lived experience organisations; and local authority drug and alcohol commissioning teams. Please note the different scales on each map.

The maps highlight the gaps in workforce across England, particularly in relations to LEROs. This will for the most part reflect the organisations who did and did not participate in the census, but it should prompt discussions between local commissioners and providers to understand where there may be service gaps.

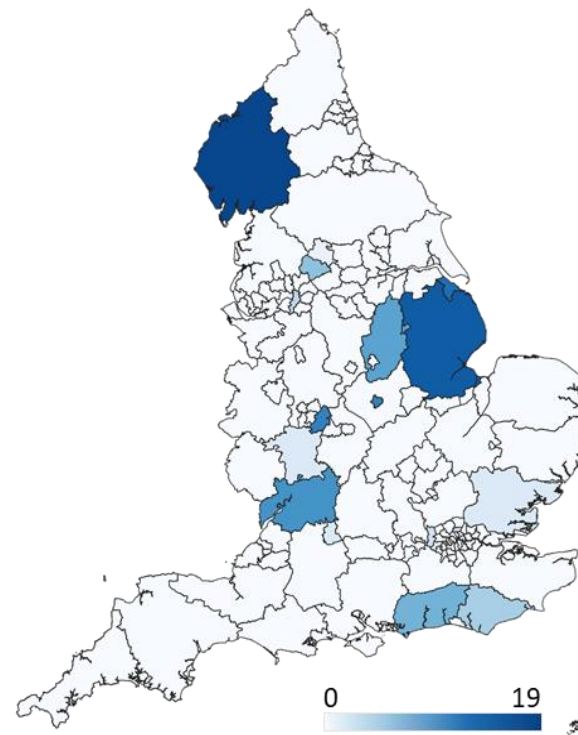
WTE per 1,000 treatment numbers



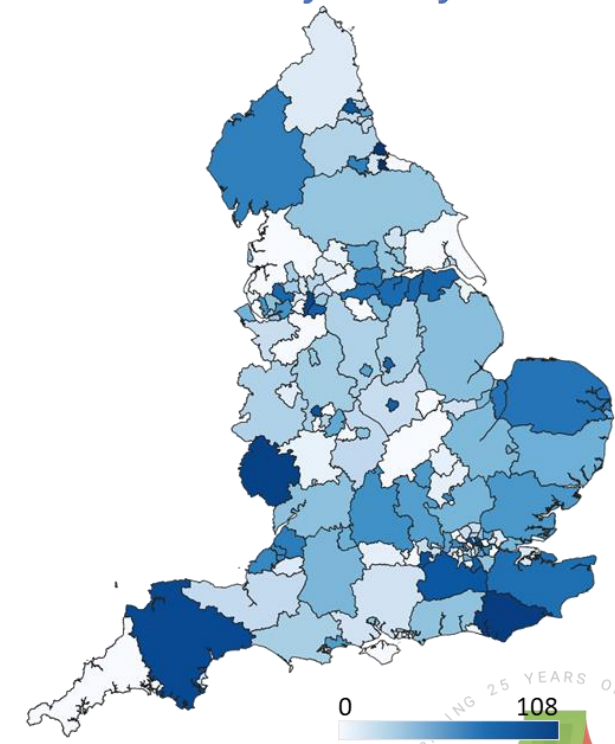
Treatment Provider WTE by LA



LERO WTE by LA



Local Authority WTE by LA



Total workforce composition

The chart and table below are based on whole time equivalent (WTE) workforce numbers for the total workforce.

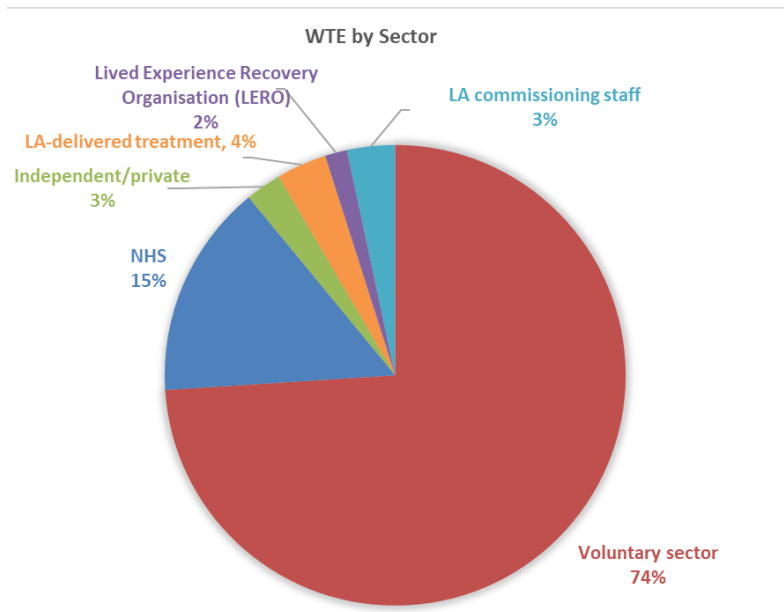
The voluntary sector accounts for almost three quarters (74%) of the drug and alcohol workforce followed by the NHS (15%), LA-delivered treatment staff (4%), independent/private sector (3%), LA commissioning staff (3%) and LEROs (2%). The profile of the workforce by role shows just less than 50% of the treatment provider and LERO workforce is made up of alcohol and drug workers, followed by service management & administration (23%), nurses (10%) and peer support & service user development staff (9%).

For the alcohol and drug workers staff group, breakdown by individual roles showed 40% were recorded as 'other' roles, with criminal justice D&A workers and young peoples' D&A treatment workers the only two roles above 10% of the D&A workers staff group at 17% and 11% respectively.

Within the peer support and service-user development workforce group, 70% of the 981 WTE were peer support workers.

50% of the staff reported as service management & administration were service managers / team leaders. Service managers may include registered professions.

Further breakdown of commissioning roles is included overleaf, with further analysis of the individual roles included in each of the staff groupings included in Appendix 1.



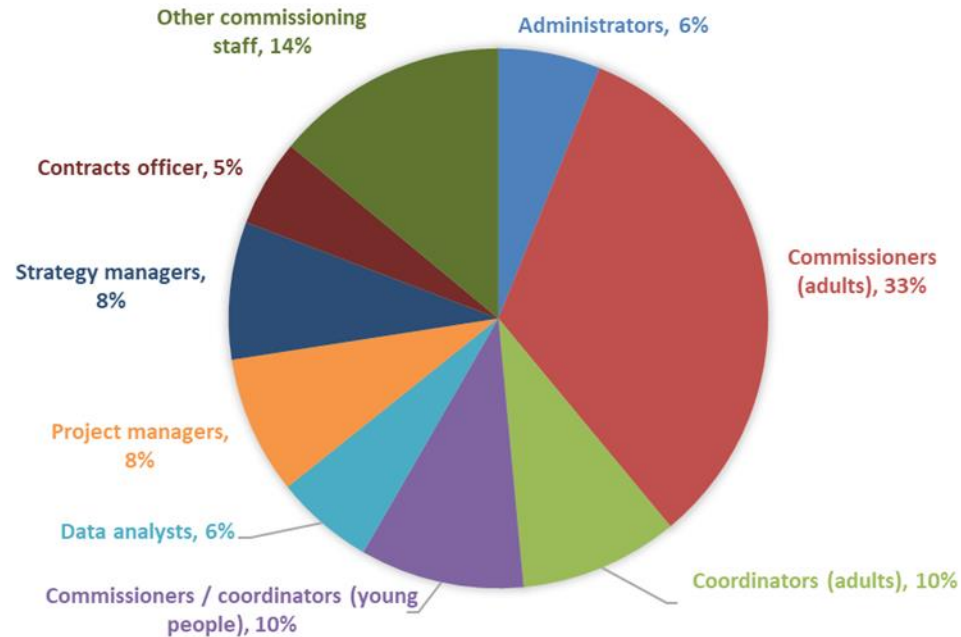
Workforce by staff group			
Staff group	% Total Workforce	Total WTE	WTE per 1000 TN
Peer support and service-user development	9%	981	3.3
Individual Placement and Support (IPS)	1%	71	0.2
Alcohol and drug workers	48%	5,443	18.3
Service management and administration	23%	2,615	8.8
Nurses	9%	976	3.3
Support Workers	2%	218	0.7
Psychiatry	1%	168	0.6
Other doctors	0%	56	0.2
Psychological professions	4%	419	1.4
Allied Health Professionals (AHPs)	0%	11	0.0
Pharmacy professions	0%	25	0.1
Social work	1%	134	0.5
Other	3%	337	1.1
Total treatment provider and LERO staff	100%	11,454	38.6
LA commissioning staff		398	1.3

Commissioning workforce composition

The chart and table below are based on whole time equivalent (WTE) workforce numbers.

Commissioners and coordinators for adult services made up 43% of the commissioning workforce with 10% dedicated to services for young people. Data analysts, project and strategy managers made up a further 22% of the workforce with contracts officers accounting for 5% of the workforce.

Local Authority Commissioning Staff Skill Mix



Commissioning workforce by role

LA Commissioning roles	WTE	%
Administrators	24	6%
Commissioners (adults)	131	33%
Coordinators (adults)	38	10%
Commissioners / coordinators (young people)	39	10%
Data analysts	24	6%
Project managers	33	8%
Strategy managers	33	8%
Contracts officer	21	5%
Other commissioning staff	56	14%
Total	398	100%

Workforce total by staff group and region

The table below shows the WTE workforce numbers by region and job role for treatment providers and the total workforce WTE for LERO and local authority commissioning staff. The bottom three rows in the table show the total treatment provider WTE; the WTE (for all treatment providers) expressed in relation to 1000 treatment number; and the number of submissions for treatment providers. The latter is broken down in more detail in the earlier section on participation but is included here for context.

The East of England reported the lowest ratio of WTE to treatment numbers, but this will likely reflect the lower number of submissions.

Workforce by staff group and region									
Staff group	East of England	London	Midlands	North East & Yorkshire	North West	South East	South West	National	Total
Peer support and service-user development	69	91	164	128	166	166	85	27	897
Individual Placement and Support (IPS)	4	3	22	16	21	2	0	0	67
Alcohol and drug workers	416	855	1062	1032	910	487	459	172	5393
Service management and administration	192	396	467	527	484	254	196	67	2583
Nurses	77	165	154	189	147	108	87	49	975
Support workers	8	15	27	52	64	4	26	22	218
Psychiatry	16	49	30	20	30	14	8	2	168
Other doctors	2	9	6	13	12	8	5	1	56
Psychological professions	33	77	20	17	85	126	28	27	412
Allied Health Professionals (AHPs)	0	4	0	2	1	3	1	0	11
Pharmacy professions	1	3	11	4	3	1	3	0	25
Social work	16	11	8	29	33	22	13	3	134
Other	23	57	61	36	49	42	15	47	330
Commissioning staff	32	96	57	71	54	55	33	0	398
LEROs	2	14	74	10	51	20	12	0	184
Treatment provider² & LERO WTE	859	1748	2107	2075	2056	1257	937	416	11453
WTE / 1000 treatment number¹	34	42	37	36	39	37	33	...	39
Treatment provider² and LERO submissions	33	82	67	72	62	46	36	18	416

¹ Treatment numbers for the 12 months 1st July 2021 to the 30th 2022 provided by OHID

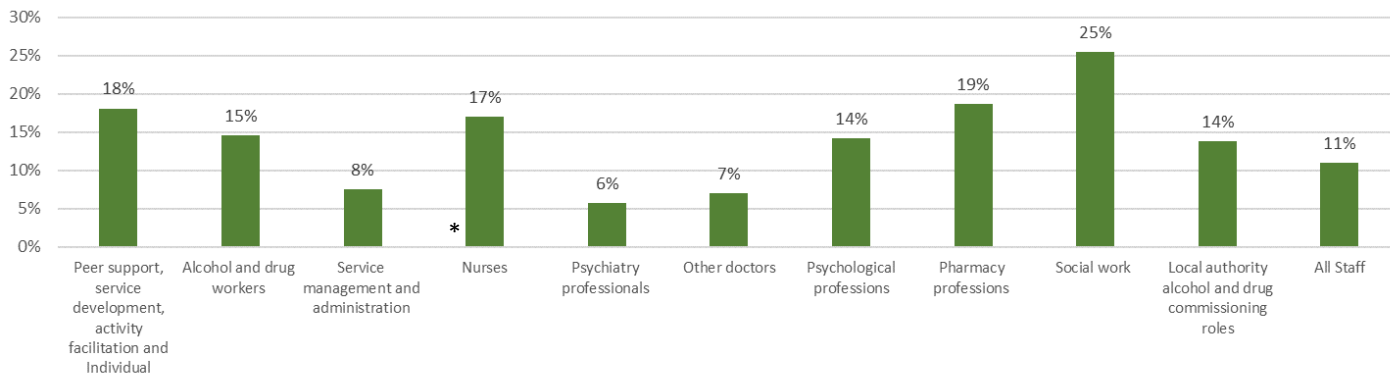
² Treatment providers include LA-delivered treatment

Summary of workforce metrics

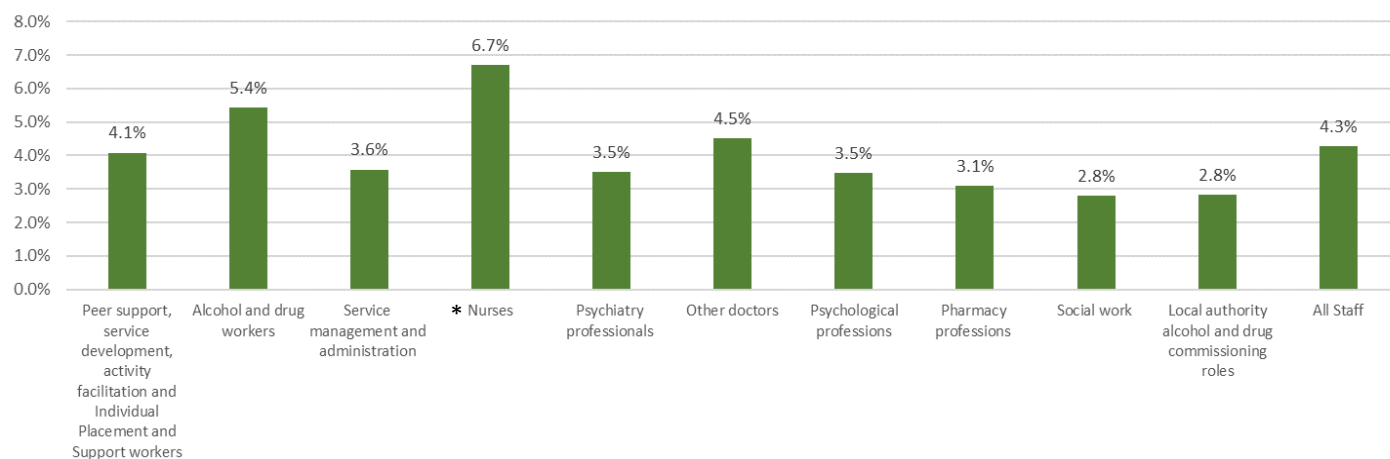
The charts below include data from all participants including treatment providers, LEROs and local authorities.

**Nurses include 'support workers and other unregistered clinical staff'. The data was collected at this level and cannot be disaggregated further.*

Vacancy rate - all organisations



Sickness/absence rate - all organisations



The workforce census asked for HR metrics for 10 staff groups as well as for all staff combined. Not all participants were able to supply all data requested. Some were able to complete the rates for all the individual staff groups and also provide data for 'all staff'. However, many providers were only able to provide information for some of the staff groups and/or the all staff position.

Therefore the sum of the position for each of the staff groups will not exactly match the position reported for all staff. The all staff vacancy rate is based on 176 submissions whereas the specific roles for alcohol and drug workers is based on 145. Service managers is based on 120 submissions and LA commissioning staff 46. This compares to just 8 submissions specifically for pharmacy staff and 14 for social workers.

Details of submissions by role (and all staff) and metrics are included in the table on the following page. This should be viewed in conjunction with the rates reported.

Calculating the overall rate from the individual staff group responses results in a 14% vacancy rate, above the rate based on the data submitted for all staff of 11%. As noted above the same cohort of providers will not have provided data for both calculations.

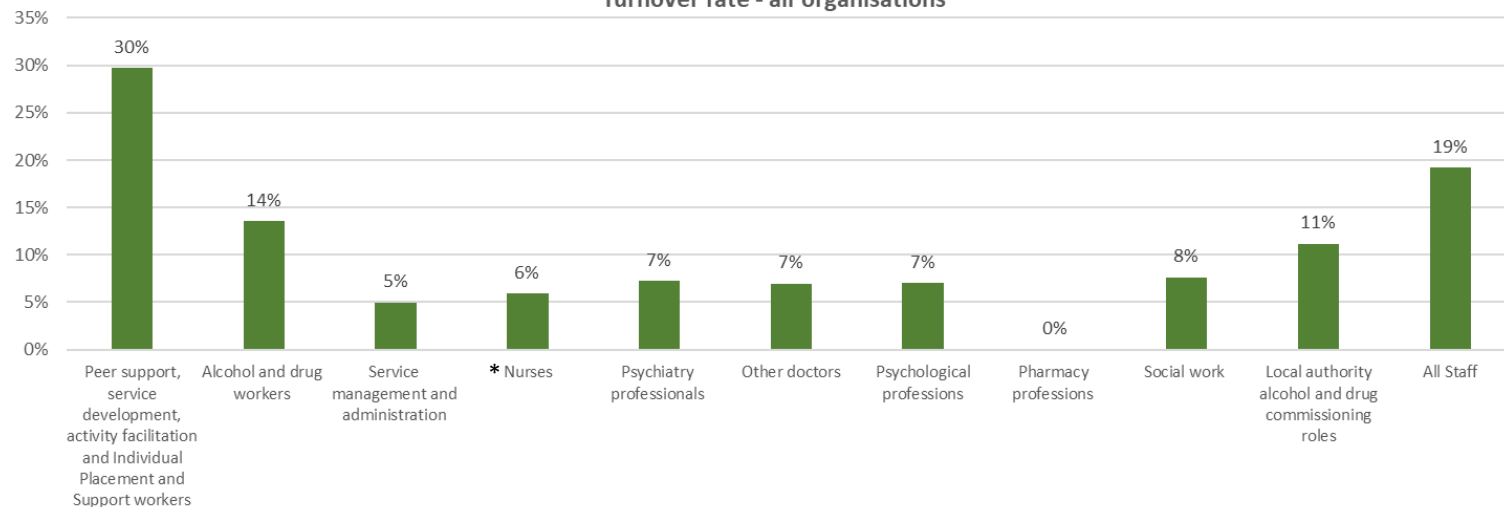
The same submission caveats apply to sickness rates.

Nurses reported the highest sickness rate at 6.7% followed by alcohol and drug workers at 5.4%. Both of these were above the rate reported for all staff of 4.3%. Calculating the 'all staff' rate from the individual staff groups responses results in a 4.7% sickness rate, in line with the rate based on the data submitted for all staff.

Summary of workforce metrics

*Nurses include 'support workers and other unregistered clinical staff'. The data was collected at this level and cannot be disaggregated further.

Turnover rate - all organisations



Turnover rates were higher for peer support workers compared to the other job roles for all organisations.

As for staff vacancy and sickness rates, not all organisations completed all data for all roles. Therefore, the sum of the individual rows will not match the 'all staff' information.

Calculating the overall rate from the individual staff group responses results in a 10% turnover rate, much lower than the rate based on the data submitted for all staff of 19%. We received a number of submissions where we only received the rate and not the numerator and denominator. The median rate when we include submissions that submitted only the rate and those where the rate was calculated from the supplied numerator and denominator was 20%.

The table to the left shows the number and percentage of responses for each metric (vacancy, sickness/absence, turnover) by job role. The percentage is of organisations that reported WTE for the job role group.

Metrics by staff group

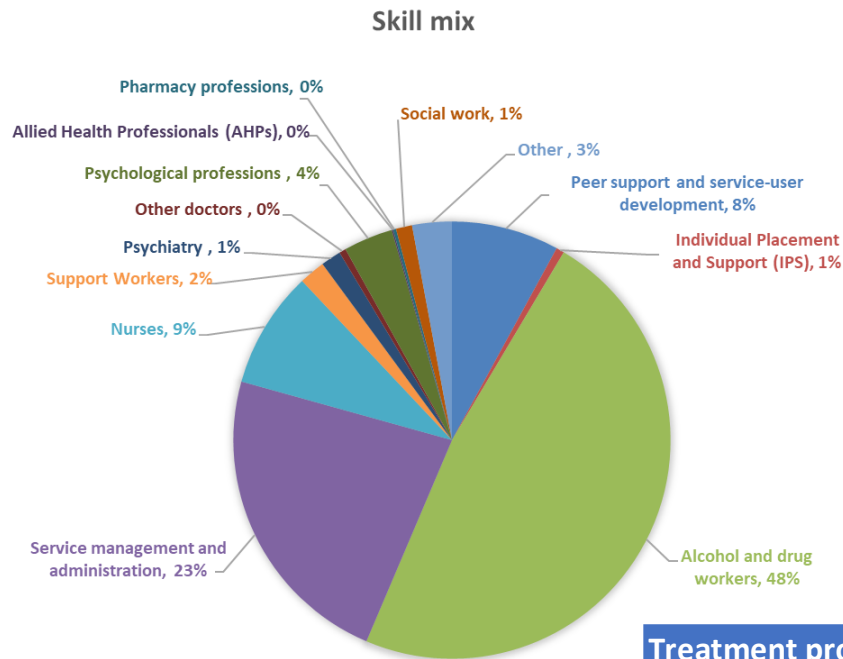
Responses by role	Vacancy Rates		Sickness/ Absence Rates		Turnover Rate	
	Responses	% Responses	Responses	% Responses	Responses	% Responses
Peer support, service development, activity facilitation and Individual Placement and Support workers	59	31%	52	27%	39	20%
Alcohol and drug workers (not include above)	145	42%	144	41%	118	34%
Service management and administration	120	34%	133	38%	86	25%
Nurses	54	31%	65	37%	43	25%
Psychiatry professionals	18	16%	17	15%	8	7%
Other doctors	12	20%	17	28%	11	18%
Psychological professions	28	26%	20	19%	16	15%
Pharmacy professions	8	24%	8	24%	5	15%
Social work	14	16%	15	17%	12	14%
Local authority alcohol and drug commissioning roles	46	32%	41	29%	37	26%
All staff	176	33%	187	35%	158	30%

Treatment Providers

Focus on NHS, voluntary and independent/private sectors

LA-delivered treatment is also included but LEROs and commissioning staff are excluded from this section

Workforce profile



This analysis is based on whole time equivalent (WTE) data. The voluntary sector makes up 78% of all treatment sector staff WTE, with the NHS the second largest sector at 16%.

The chart to the left shows the combined skill mix profile for voluntary, NHS, independent/private and LA-delivered treatment providers whilst the table below breaks this down by sector.

As noted previously, alcohol and drug workers and service management make up almost three quarters of the workforce. There is variability by sector with both the voluntary and LA-delivered treatment reporting a higher percentage of alcohol and drug workers at 52% and 56% compared to the NHS and independent/private sectors at 29% and 37% respectively.

The NHS has a higher percentage of nurses at 20% compared to 11% in the independent/private sector and 6% each in the voluntary sector and LA-delivered treatment. The higher percentage of nurses in the NHS and independent/private sectors may reflect the higher percentage of inpatient detoxification services in these sectors. The higher percentage of nurses in the NHS may also reflect their role as non-medical prescribers in this sector.

Treatment provider workforce by staff group and sector

Staff group	Voluntary sector		NHS		Independent/ private		LA-delivered treatment	
	WTE	%	WTE	%	WTE	%	WTE	%
Peer support and service-user development	732	8%	120	7%	19	6%	26	6%
Individual Placement and Support (IPS)	53	1%	7	0%	2	1%	5	1%
Alcohol and drug workers	4,555	52%	521	29%	111	37%	206	49%
Service management and administration	2,052	23%	384	22%	60	20%	86	21%
Nurses	559	6%	365	20%	33	11%	20	5%
Support Workers	97	1%	100	6%	16	5%	4	1%
Psychiatry	94	1%	69	4%	3	1%	2	0%
Other doctors	44	1%	7	0%	2	1%	3	1%
Psychological professions	242	3%	135	8%	34	11%	2	0%
Allied Health Professionals (AHPs)	6	0%	5	0%	0	0%	0	0%
Pharmacy professions	18	0%	7	0%	0	0%	0	0%
Social work	72	1%	30	2%	3	1%	30	7%
Other	242	3%	36	2%	18	6%	34	8%
Total	8,768	78%	1,787	16%	299	3%	417	4%

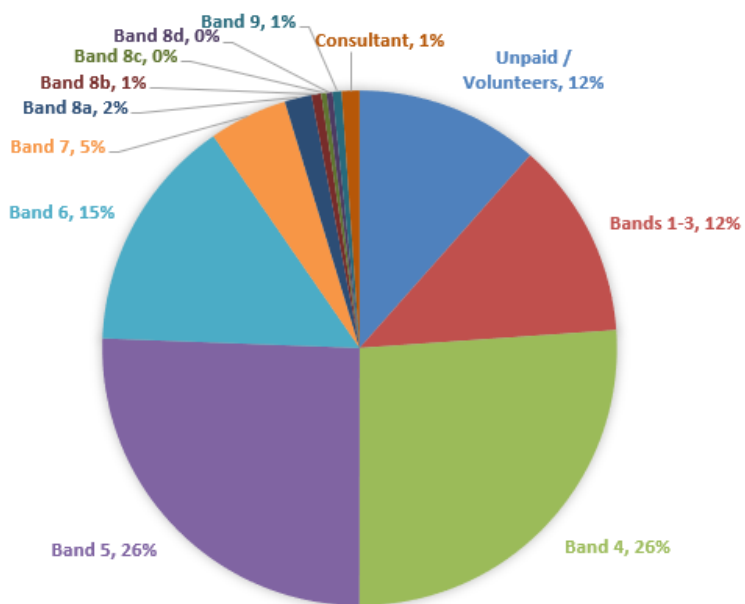
Salary profile – All staff roles and by sector

This analysis is based on WTE. The chart below shows that 12% of the treatment provider workforce are unpaid/volunteers and the table shows that this is relatively consistent across sectors except for LA-delivered treatment, where only 2% fell into this category. A further 12% of the workforce are bands 1-3 (<£22k). The voluntary sector has the highest percentage of unpaid staff at 13% whilst the independent/private sector has the highest percentage of band 1-3 at 35% (other sectors 10%-14%). The voluntary sector also has the highest percentage of band 4 staff 29%.

LA-delivered treatment providers have fewer staff employed in bands 1-4 (£22-25k) with 37% of their workforce employed at band 5 (£26-31k).

Bands 5 (£22k-31k) and 6 (£32-39k) each make up a quarter of the workforce overall, but for the voluntary and independent/private sectors approximately 80% of the workforce are Band 5 or below (<£32k) compared to approximately 65% for the NHS and 57% for LA-delivered treatment.

Salary Profile for Treatment Providers



Treatment provider workforce by salary and sector

Salary band	Voluntary sector		NHS		Independent/private		LA-delivered treatment		Total	
	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%
Unpaid / Volunteers	1,121	13%	142	8%	27	9%	8	2%	1,298	12%
Bands 1-3	993	11%	257	14%	105	35%	35	8%	1,390	12%
Band 4	2,576	29%	269	15%	61	20%	34	8%	2,941	26%
Band 5	2,180	25%	497	28%	48	16%	154	37%	2,879	26%
Band 6	1,203	14%	308	17%	42	14%	111	27%	1,664	15%
Band 7	352	4%	157	9%	8	3%	48	11%	565	5%
Band 8a	119	1%	62	3%	0	0%	12	3%	194	2%
Band 8b	51	1%	12	1%	0	0%	5	1%	68	1%
Band 8c	26	0%	7	0%	1	0%	4	1%	39	0%
Band 8d	27	0%	10	1%	4	1%	2	0%	43	0%
Band 9	55	1%	5	0%	2	1%	2	0%	64	1%
Consultant	62	1%	59	3%	1	0%	3	1%	125	1%
Total	8,768		1,786		299		417		11,270	

Salary profile – by staff role

Following on from the previous slide, the majority (93%) of staff within the ‘alcohol and drug workers’ staff group are band 5 or lower (<£32k), compared to 76% within this salary range across all staff groups. Alcohol and drug workers are the largest workforce group delivering treatment services at 48%. Twenty two percent of nurses (including registered nurses, nursing associates, and student nurses) are band 5 or below. Registered nurses are the largest role within this group at 921 WTE (94%). The group also included 25 WTE nursing associates and 29 WTE student nurses.

Psychiatry staff were the highest paid group and consisted of 168 WTE including 89 WTE consultant psychiatrists, 51 WTE specialist doctors/associate specialists in psychiatry/staff grades and 28 WTE training grades. The largest staff groups within psychological professions were psychology/therapy support workers (115 WTE), registered counsellors (105 WTE) and trainee counsellors (110). Registered psychologists accounted for 39 WTE. The wide range of roles is reflected in the range of salaries reported within this staff group.

The 35% of psychological professions that are unpaid may be accounted for by volunteer counsellors. 110 trainee counsellors were reported. Drug and alcohol services often take on counselling volunteers who have completed a British Association of Counselling and Psychotherapy (BACP) accredited course and are completing their practice hours under the supervision of a BACP registered practitioner. The 37% of unpaid social work roles may be accounted for by social work students. Some drug and alcohol service providers work with higher education institutions to offer social work student placements in drug and alcohol services.

Treatment provider workforce by staff group and salary

Staff Group	Unpaid / Volunteers	Bands 1-3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Consultant	Total WTE
		<£22,000	£22-25k	£26-31k	£32-39k	£40-46k	£47-53k	£54-64k	£65-77k	£78-90k	>£90k		
Peer support and service-user development	80%	8%	6%	4%	1%	0%	0%	0%	0%	0%	0%	0%	897
Individual Placement and Support (IPS)	6%	0%	44%	37%	13%	0%	0%	0%	0%	0%	0%	0%	67
Alcohol and drug workers	3%	10%	43%	37%	6%	0%	0%	0%	0%	0%	0%	0%	5,393
Service management and administration	2%	22%	12%	19%	29%	10%	4%	2%	0%	0%	0%	0%	2,583
Nurses	5%	0%	2%	15%	47%	23%	6%	1%	1%	0%	0%	0%	975
Support Workers	7%	66%	22%	3%	0%	0%	0%	0%	0%	0%	0%	0%	218
Psychiatry	0%	0%	0%	0%	1%	0%	4%	1%	5%	12%	18%	60%	168
Other doctors	7%	2%	0%	0%	0%	2%	4%	2%	4%	24%	42%	14%	56
Psychological professions	35%	3%	14%	25%	9%	5%	2%	2%	2%	1%	0%	2%	412
Allied Health Professionals (AHPs)	18%	13%	0%	14%	27%	29%	0%	0%	0%	0%	0%	0%	11
Pharmacy professions	0%	0%	2%	14%	8%	24%	18%	11%	10%	4%	6%	4%	25
Social work	37%	0%	1%	23%	30%	4%	2%	1%	0%	0%	0%	1%	134
Other	20%	18%	21%	21%	8%	6%	3%	0%	1%	1%	1%	0%	330
All staff	12%	12%	26%	26%	15%	5%	2%	1%	0%	0%	1%	1%	11,270

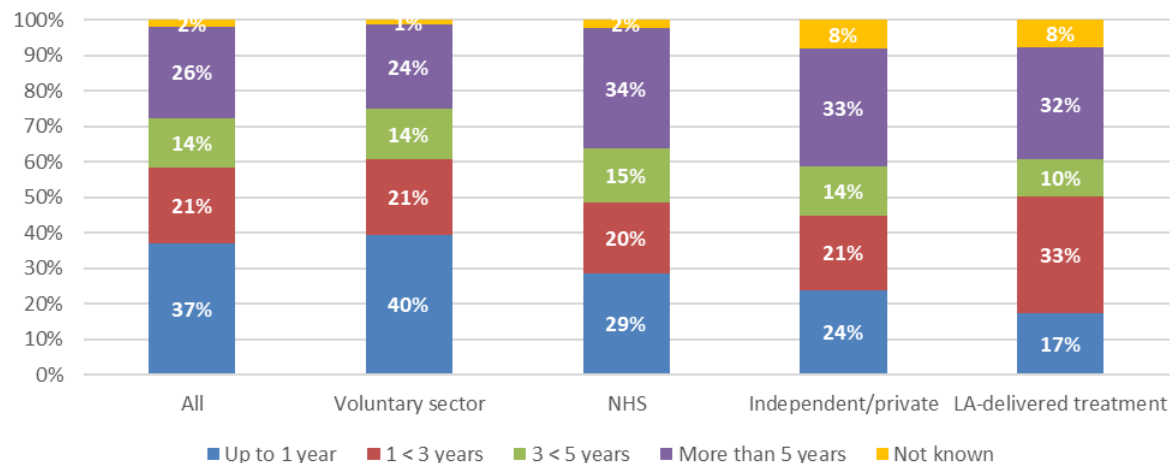
Time in post by sector – treatment provider staff

This analysis is based on headcount. The chart below shows that individuals who have been in post for less than one year make up the highest proportion of staff overall, with the voluntary sector reporting the highest rate at 40%. LA-delivered treatment staff have the lowest percentage of staff that have been in post for less than a year at 17%.

The table to the right shows the profile of time in post by staff group. Service managers & administrators, nurses and psychiatry staff report the highest percentage of staff in post for more than 5 years, all above 30%.

The table below the chart shows the number of responses received in relation to time in post.

Time in post by sector - All treatment provider staff



Voluntary sector		NHS		Independent/ private		LA	
Responses	%	Responses	%	Responses	%	Responses	%
242	90%	56	89%	10	71%	11	26%

Treatment provider workforce by staff group and time in post	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years	Not known
Peer support and service-user development	57%	19%	9%	8%	6%
Individual Placement and Support (IPS)	72%	11%	9%	8%	0%
Alcohol and drug workers	38%	22%	15%	24%	1%
Service management and administration	29%	20%	15%	34%	2%
Nurses	31%	23%	13%	31%	1%
Support Workers	32%	27%	11%	30%	0%
Psychiatry	27%	20%	12%	33%	8%
Other doctors	23%	17%	21%	28%	11%
Psychological professions	46%	24%	11%	18%	1%
Allied Health Professionals (AHPs)	75%	13%	13%	0%	0%
Pharmacy professions	34%	15%	24%	12%	15%
Social work	51%	16%	10%	23%	0%
Other	36%	23%	12%	25%	4%
All staff	37%	21%	14%	26%	2%



Time in post by staff group and sector

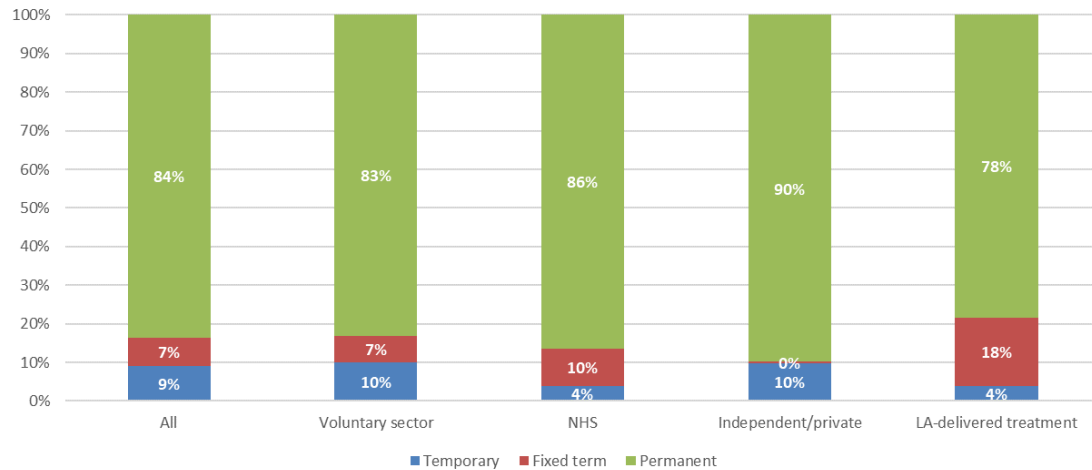
The table below shows the time in post by staff group and sector. It highlights that, whilst based on a small number of staff (79), peer support workers have been in post longer in the NHS than in other sectors.

Although the percentage of service management and administration staff, nurses and psychiatry in post for more than five years remained high in all sectors it did vary with the highest percentage of nurses in post for more than five years in the NHS and LA-delivered treatment sectors at 43% and 53% respectively. Service management and admin staff in post for more than five years were highest in the independent/private sector at 48% and psychiatry staff in post for more than five years were higher in the NHS at 42% compared to 31% in the voluntary sector, the two sectors where most psychiatry staff were reported.

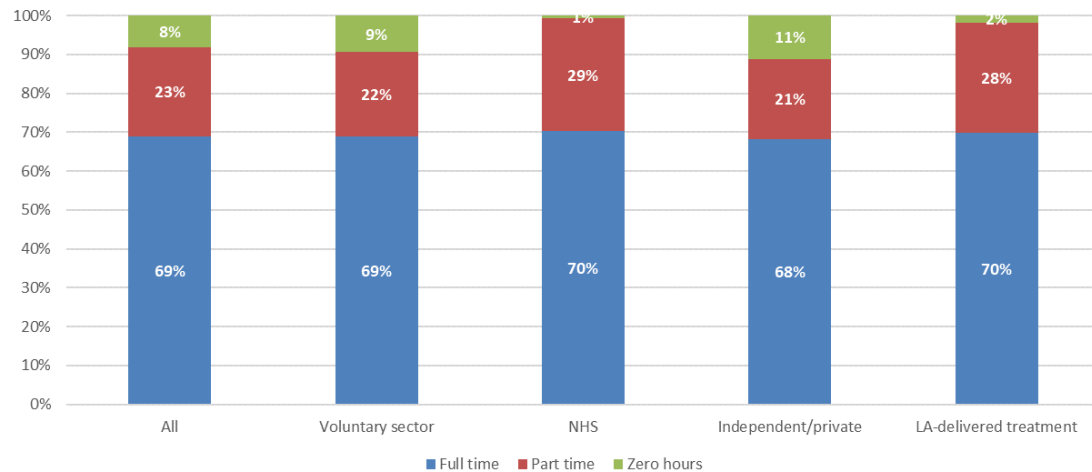
Treatment provider workforce by staff group, time in post and sector																
	Voluntary				NHS				Independent/private				LA-delivered treatment			
	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years
Peer support and service-user development	62%	21%	9%	7%	35%	15%	20%	29%	100%	0%	0%	0%	67%	33%	0%	0%
Individual Placement and Support (IPS)	70%	13%	8%	9%	71%	0%	29%	0%	100%	0%	0%	0%	100%	0%	0%	0%
Alcohol and drug workers	40%	21%	15%	24%	29%	25%	18%	28%	17%	32%	8%	43%	15%	43%	11%	31%
Service management and administration	31%	21%	15%	33%	29%	15%	18%	38%	18%	12%	22%	48%	13%	38%	9%	41%
Nurses	37%	24%	14%	25%	21%	23%	13%	43%	46%	13%	25%	17%	12%	29%	6%	53%
Support Workers	36%	28%	14%	22%	29%	23%	6%	43%	7%	40%	27%	27%	60%	40%	0%	0%
Psychiatry	23%	27%	18%	31%	42%	12%	4%	42%	0%	20%	40%	40%	25%	25%	0%	50%
Other doctors	28%	20%	19%	33%	9%	18%	27%	45%	0%	50%	50%	0%	43%	0%	57%	0%
Psychological professions	55%	26%	8%	11%	38%	21%	17%	24%	18%	25%	7%	50%	0%	25%	0%	75%
Allied Health Professionals (AHPs)	86%	0%	14%	0%	0%	100%	0%	0%								
Pharmacy professions	31%	23%	38%	8%	67%	0%	0%	33%								
Social work	81%	14%	4%	1%	15%	21%	15%	50%	100%	0%	0%	0%	12%	15%	23%	50%
Other	37%	24%	13%	26%	46%	15%	7%	32%	26%	26%	21%	26%	56%	44%	0%	0%

Contract type and hours

Contract type



Contract hours



Most staff have permanent contracts with the NHS and independent/private sectors reporting the highest rates at 86% and 90% respectively.

The voluntary and independent/private sectors both reported 10% of staff on temporary contracts.

The NHS, voluntary and LA-delivered treatment sectors all reported staff on fixed term contracts at 7%, 10% and 18% respectively.

The table below notes the number & percentage of responses by sector.

Voluntary sector		NHS		Independent/ private		LA	
Responses	%	Responses	%	Responses	%	Responses	%
228	84%	53	84%	10	71%	11	26%

Overall 69% of staff work full time, which was consistent across sectors.

The voluntary and independent/private sector recorded 9% and 11% of staff on zero hour contracts respectively. For the NHS and LA-delivered treatment sectors this was much lower at 1% and 2% respectively.

Voluntary sector		NHS		Independent/ private		LA	
Responses	%	Responses	%	Responses	%	Responses	%
229	85%	54	86%	9	64%	10	24%

Contract type by staff group and sector

The table below shows the breakdown of contract type by job role and treatment provider sector. The previous slide showed that the majority of staff are employed on permanent contracts ranging from 78% in LA-delivered treatment to 90% in the independent/private sector.

The analysis by job role shows that peer support and service user development staff within the voluntary sector have a different profile with 63% of the workforce on temporary contracts.

At 48%, psychological professions in the voluntary sector have a higher percentage of staff on temporary contracts compared to the other three sectors. It should be noted that the number of staff in the independent/private and LA-delivered treatment sectors was low at 20 and 4, respectively.

Treatment provider workforce by staff group, contract type and sector															
	Voluntary			NHS			Independent/private			LA-delivered treatment			Total treatment providers		
	Permanent	Fixed term	Temporary	Permanent	Fixed term	Temporary	Permanent	Fixed term	Temporary	Permanent	Fixed term	Temporary	Permanent	Fixed term	Temporary
Peer support and service-user development	30%	5%	65%	70%	6%	24%	83%	0%	17%	33%	0%	67%	32%	5%	63%
Individual Placement and Support (IPS)	52%	46%	2%	100%	0%	0%	100%	0%	0%	100%	0%	0%	60%	38%	2%
Alcohol and drug workers	88%	8%	3%	82%	13%	5%	85%	0%	15%	74%	26%	0%	87%	9%	4%
Service management and administration	93%	5%	1%	94%	4%	2%	100%	0%	0%	96%	4%	0%	94%	5%	1%
Nurses	89%	4%	7%	90%	7%	3%	76%	0%	24%	100%	0%	0%	89%	5%	6%
Support Workers	91%	4%	5%	95%	4%	1%	100%	0%	0%	100%	0%	0%	93%	4%	3%
Psychiatry	92%	6%	2%	71%	23%	7%	100%	0%	0%	75%	25%	0%	84%	12%	3%
Other doctors	89%	2%	10%	93%	7%	0%	100%	0%	0%	67%	0%	33%	88%	2%	10%
Psychological professions	45%	8%	48%	83%	16%	1%	96%	4%	0%	75%	25%	0%	61%	10%	29%
Allied Health Professionals (AHPs)	57%	14%	29%	100%	0%	0%							63%	13%	25%
Pharmacy professions	80%	4%	16%	70%	30%	0%							77%	11%	11%
Social work	35%	0%	65%	100%	0%	0%	0%	0%	100%	88%	12%	0%	57%	2%	40%
Other	69%	3%	28%	80%	10%	10%	100%	0%	0%	40%	50%	10%	70%	6%	24%

Contract hours by staff group and sector

Approximately 70% of staff are employed on full time contracts across all treatment provider sectors. The table below shows the profile of contract hours by job role and sector.

As was the case for contract type, peer support and service user development staff within the voluntary sector have a different profile with 65% of the workforce on zero hour contracts. There were also high rates of zero hour contracts for this staff group across the other three sectors but the number of staff in these sectors was low compared to the voluntary sector.

Also, as was the case for contract type, psychological professions in the voluntary sector stood out with 46% of staff on zero hour contracts. The psychiatry and other doctors staff groups had the highest rates of part time working at 48% and 65% respectively for all treatment providers combined.

Treatment provider workforce by staff group, contract hours and sector															
	Voluntary			NHS			Independent/private			LA-delivered treatment			Total treatment providers		
	Full time	Part time	Zero hours	Full time	Part time	Zero hours	Full time	Part time	Zero hours	Full time	Part time	Zero hours	Full time	Part time	Zero hours
Peer support and service-user development	14%	21%	65%	73%	3%	24%	0%	33%	67%	20%	40%	40%	17%	21%	62%
Individual Placement and Support (IPS)	88%	10%	2%	88%	13%	0%	100%	0%	0%	50%	50%	0%	88%	11%	2%
Alcohol and drug workers	78%	19%	3%	74%	25%	0%	60%	26%	15%	84%	16%	0%	77%	20%	3%
Service management and administration	77%	23%	1%	70%	30%	0%	94%	6%	0%	68%	32%	0%	76%	23%	1%
Nurses	67%	28%	5%	71%	29%	0%	59%	21%	21%	86%	14%	0%	68%	28%	4%
Support Workers	67%	29%	5%	83%	17%	0%	90%	10%	0%	60%	40%	0%	74%	23%	3%
Psychiatry	52%	45%	3%	44%	56%	0%	63%	0%	38%	0%	100%	0%	49%	48%	3%
Other doctors	33%	57%	10%	5%	91%	5%	0%	50%	50%	11%	56%	33%	24%	65%	11%
Psychological professions	25%	29%	46%	73%	26%	1%	95%	5%	0%	50%	50%	0%	45%	27%	28%
Allied Health Professionals (AHPs)	43%	29%	29%	100%	0%	0%							50%	25%	25%
Pharmacy professions	52%	32%	16%	70%	30%	0%							57%	31%	11%
Social work	30%	6%	65%	76%	24%	0%	0%	100%	0%	96%	4%	0%	50%	11%	39%
Other	53%	25%	23%	61%	39%	0%	52%	48%	0%	77%	14%	9%	55%	27%	18%

Project findings

Metrics –vacancy, sickness and turnover

Organisations did not complete all data for all roles. Some provided a total for all staff but no or limited breakdown by staff group, whilst others provided information for some staff groups but not all and no total for all staff. Therefore, the sum of the individual row responses will not match the 'all staff' information.

Please note that the data relating to all staff was submitted by providers and is not a calculated field based on the individual staff groups.

The all staff group includes all local authority staff including both LA-delivered treatment provision and commissioning specific roles as we are not able to disaggregate the data further.

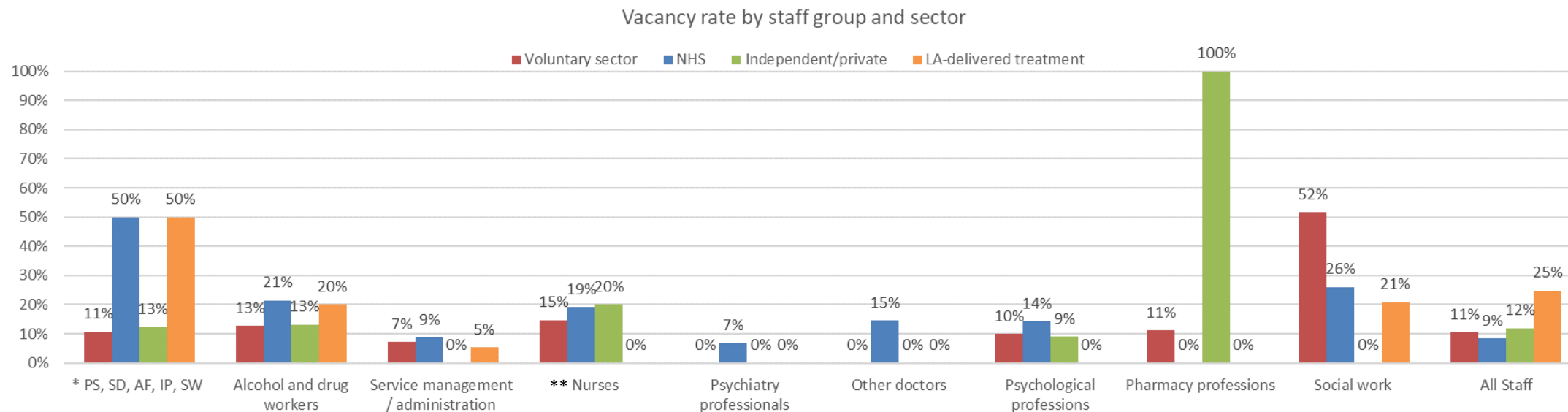
Nurses include 'support workers and other unregistered clinical staff'. The data was collected at this level for these metrics and cannot be disaggregated further.

Vacancy rates by staff group and sector

Vacancy rates by role reported in the chart should be read in conjunction with the table below which includes the number of vacancies. Alcohol and drug treatment provider vacancies are expressed as a % of funded establishment (the total WTE staff funded for that organisation – staff in post and vacancies).

For alcohol and drug workers (the largest staff group) the vacancy rates ranged from 13% (220 vacancies) in the voluntary sector to 21% (81) in the NHS. Nursing vacancy rates were also high in the voluntary sector (15%, 28 vacancies) and the NHS (19%, 31 vacancies). Other vacancy rates were based on relatively low numbers.

[NHS Digital](#) reported for June 2022 an NHS vacancy rate of 9.7% for all staff across acute, ambulance, community, mental health and specialist providers. For registered nurses the rate was 11.9% and for medical staff 7.4%. From the NHSBN annual adult mental health survey, vacancy rates for 2021/22 for staff in adult acute inpatient services were 18% and for generic community mental health teams 13.6%.



Vacancies	Voluntary sector	NHS	Independent /private	LA-delivered treatment
PS, SD, AF, IP, SW	19	220	42	28
Alcohol and drug workers	3	81	12	31
Service management / administration	2	9	0	6
** Nurses	2	23	1	0
Psychiatry professionals	0	0	0	0
Other doctors	0	1	0	0
Psychological professions	7	19	1	0
Pharmacy professions	0	0	1	0
Social work	2	3	0	4
All Staff	643	30	11	22

*Peer support, service development, activity facilitation, Individual Placement, Support workers

**Nurses include 'support workers and other unregistered clinical staff'. The data was collected at this level and cannot be disaggregated further.

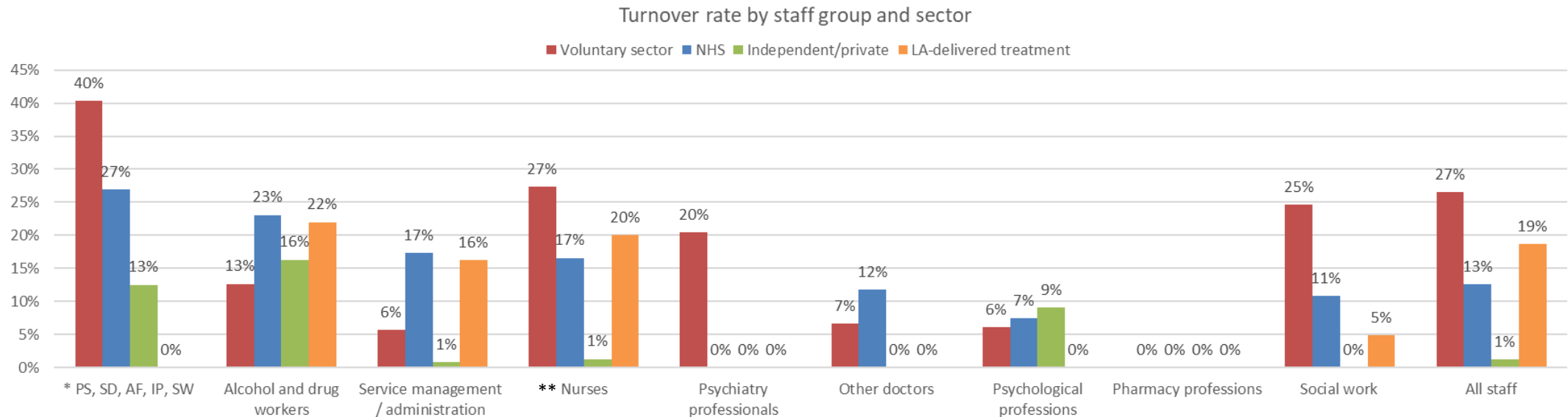


Turnover rates by staff group and sector

Turnover rates by role reported in the chart should be read in conjunction with the table below which includes the number of leavers.

For alcohol and drug workers (the largest staff group) the turnover rates ranged from 13% (460 leavers) in the voluntary sector to 23% (52 leavers) in the NHS. For all staff the voluntary sector reported the highest turnover rate at 27%. [NHS Digital](#) reported a leaver rate of 11.9% for all NHS staff between April 2021 and March 2022.

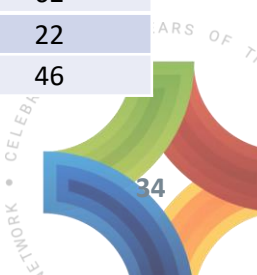
From the NHSBN annual adult mental health survey, turnover rates for 2021/22 for staff in adult acute inpatient services were 14% and for generic community mental health teams 13.2%.



Leavers										
Voluntary sector	25	460	88	32	1	1	1	0	2	1297
NHS	2	52	22	28	0	0	6	0	1	62
Independent /private	2	12	6	12	0	0	1	0	0	22
LA-delivered treatment	0	24	4	1	0	0	0	0	3	46

*Peer support, service development, activity facilitation, Individual Placement, Support workers

**Nurses include 'support workers and other unregistered clinical staff'. The data was collected at this level and cannot be disaggregated further.



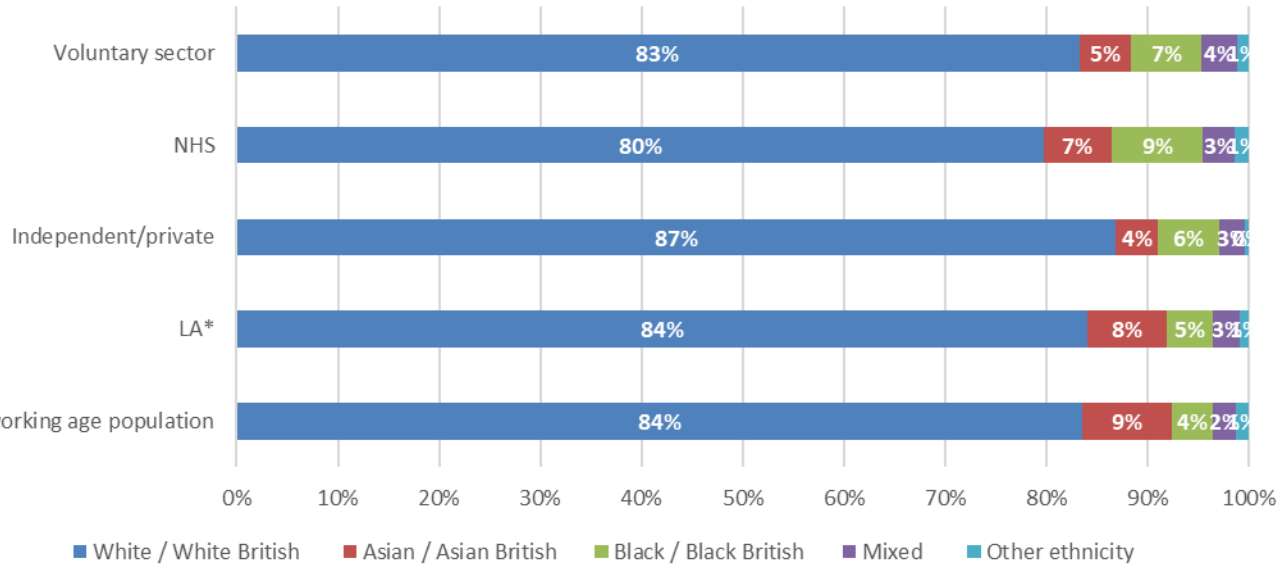
Project findings

Workforce demographics

This section includes LA treatment provider and commissioning staff together as demographic data was not collected separately for these two groups – denoted with *

Ethnicity and age profile

Ethnicity Mix



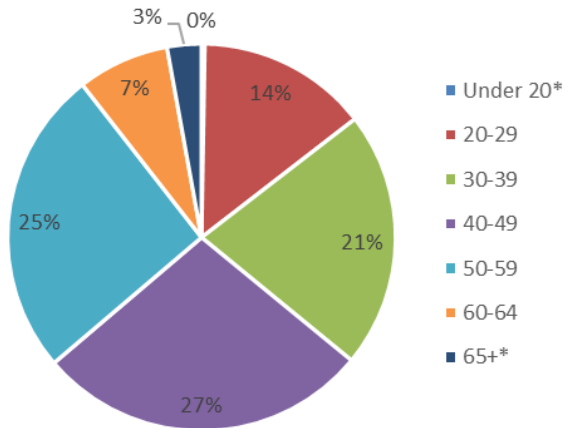
All sectors have a higher proportion of Black / Black British ethnicity staff than the English working age population (4%), with the NHS reporting the highest rate at 9%.

There is a lower representation of Asian / Asian British workers across all sectors compared to the 9% reported in the English working age population.

Each sector included unknown ethnicity which has been excluded from the chart. If the proportion of staff of 'unknown' ethnicity that were reported were included here, it would, for example, make up 14% of the voluntary sector, 8% Independent/private, 7% LA, 4% of the NHS and 0% LEROs ethnicity profile.

The workforce has fewer staff aged 20-29 years old compared to the working age population with most sectors reported a higher proportion of staff in the 40-49 and 50-59 age ranges.

All staff age profile



Workforce age profile by sector

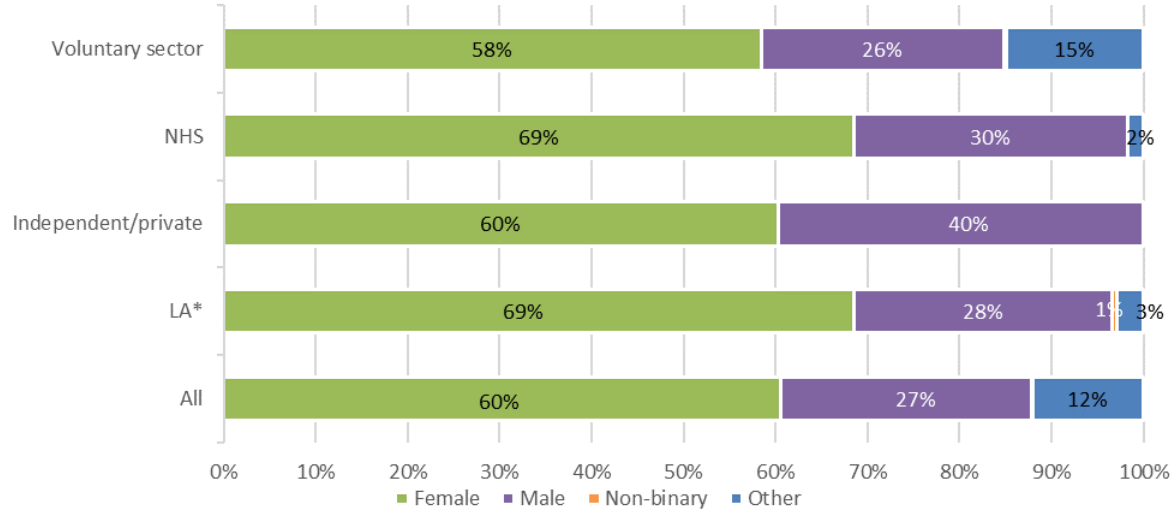
Age profile	Voluntary sector	NHS	Independent / private	LA (All)	English working age	Treatment providers	Lived experience recovery
Under 20*	0%	0%	0%	0%	7%	0%	1%
20-29	15%	11%	10%	8%	19%	14%	5%
30-39	21%	22%	14%	23%	20%	21%	18%
40-49	27%	26%	34%	31%	19%	27%	44%
50-59	25%	28%	20%	24%	20%	25%	24%
60-64	7%	9%	12%	5%	8%	7%	4%
65+*	3%	2%	2%	1%	7%	3%	3%
Unknown	2%	2%	7%	8%	0%	2%	0%

* these two groups are 16-19 and 65-69 for the English working age population



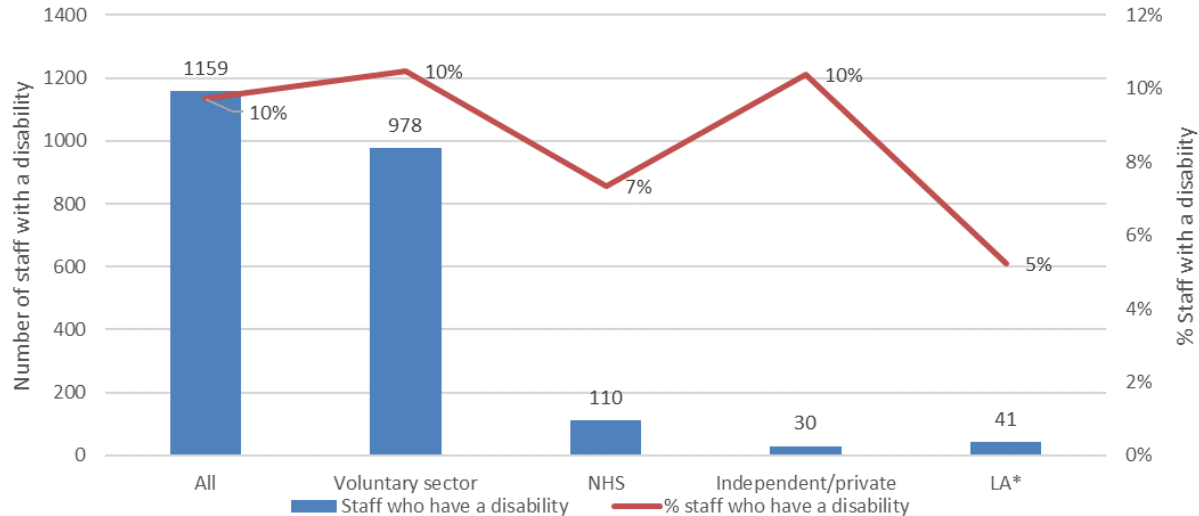
Disability, gender and sexual orientation profiles for all staff groups

Workforce gender profile



* Include all LA staff both treatment provider and commissioning as it cannot be further disaggregated

Number and percentage of staff with a disability by sector



The majority of staff are female across all sectors with the NHS and LA-delivered treatment reporting the highest proportion of female staff at 69% and the voluntary sector the lowest proportion at 58%. However, the high proportion of 'other' reported that were not further explained may be skewing the profile.

10% of staff reported a disability although this was lower for the NHS (7%) and LA (5%) sectors.

The median percentage of staff who consider themselves part of the LGBTQ+ community was 2%. This was based on 395 responses across all sectors with 195 respondents reporting zero percent staff identifying as part of the LGBTQ+ community.

The 75th percentile rate for organisations that responded to this metric is also included in the table below.

Note LA is for all LA staff including commissioning staff as it cannot be disaggregated.

The proportion of staff who consider themselves a part of the LGBTQ+ community			
	Median	75th percentile	Responses
	%	%	n
Voluntary sector	5%	9%	229
NHS	0%	6%	49
Independent/private	0%	7%	14
LA*	0%	0%	103
All	2%	8%	395



Project findings

Specialist roles

Focus on non-medical prescribers & social workers

There were 472 non-medical prescribers (NMPs) reported of which 389 (82%) were actively prescribing in their current role. Please note, 'Other' was included as an option, however only nurses and pharmacists are expected to be NMPs. The 'Other' category may include registered nurses or pharmacists who have a different job title, for example, Alcohol and drug worker and have been incorrectly reported by role rather than qualification.

Nurses were the main NMPs reported, making up 87% of all active NMPs. Overall, 81% of nursing NMPs were active in their current role but the rate was lower in the NHS (69%) compared to the voluntary sector (86%).

167 social workers were reported within this section which was higher than the 114 reported in the main workforce census as social workers. These additional social workers will be employed in other roles, for example, as alcohol and drug workers. Social workers represented a higher percentage of the workforce in LA-delivered treatment (13.7%) compared to the NHS (2.4%) and voluntary sectors (0.7%).

Non-medical prescribers by role and sector															
	All treatment providers			Voluntary sector			NHS			Independent/private			LA-delivered treatment		
	Qualified	Active	% Active	Qualified	Active	% Active	Qualified	Active	% Active	Qualified	Active	% Active	Qualified	Active	% Active
Pharmacist	32	29	91%	20	17	85%	12	12	100%	0	0		0	0	
Nurse	416	338	81%	279	240	86%	120	83	69%	8	8	100%	9	7	78%
Other	24	22	91%	24	22	91%	0	0		0	0		0	0	

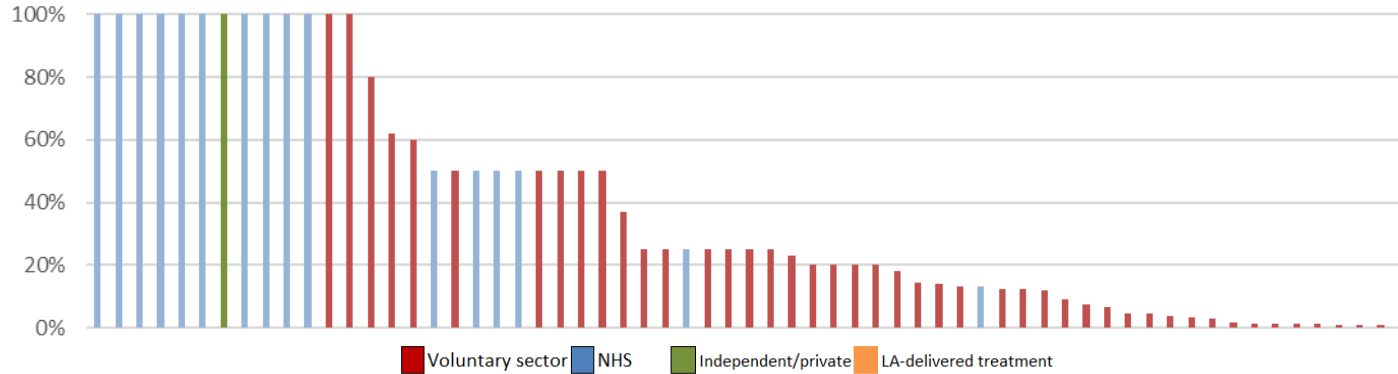
Qualified: How many staff (headcount) are registered non-medical prescribers

Active: How many of these (headcount) prescribe medicines as part of the service they provide

Social workers by role and sector													
	All treatment providers		Voluntary sector		NHS		Independent/private		LA-delivered treatment		Lived experience recovery		
	Number	% Workforce	Number	% Workforce	Number	% Workforce	Number	% Workforce	Number	% Workforce	Number	% Workforce	
Social Worker	154	1.4%	56	0.6%	40	2.2%	1	0.3%	57	13.7%	0	0.0%	
Social Worker - (ASYE)	6	0.1%	5	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	
Social Worker - Think Ahead posts (Students - year 1)	6	0.1%	2	0.0%	1	0.1%	3	1.0%	0	0.0%	0	0.0%	
Social Worker -Think Ahead posts (Assessed and Supported Year in Employment - year 2)	1	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Total	167	1.5%	64	0.7%	42	2.4%	4	1.3%	57	13.7%	0	0.0%	

Focus on specialists in alcohol treatment and trusted assessors

What percentage of your nursing staff (in scope of this exercise) are dedicated alcohol nurses?



What percentage of your non-nursing staff (in scope of this exercise) are other dedicated alcohol posts?



The two charts to the left show the percentage of nurses (top chart n=63) and non-nursing staff (bottom chart n=82) that were dedicated* to providing support to people with alcohol misuse for each provider that reported more than zero percent.

A further 162 providers reported that zero percent of their nursing staff were dedicated to the support of people with alcohol misuse.

Similarly a further 136 reported that zero percent of their non-nursing staff were dedicated to the support of people with alcohol misuse.

70 (0.9%) staff are trained trusted assessors based on the 200 responses received. Note the vast majority of those who responded reported zero trusted assessors with only 17 respondents across all sectors reporting more than 1 trusted assessor.

Trained trusted assessors by sector

Trusted assessors**	All treatment provider staff		NHS		Voluntary sector		Independent/private		LA-delivered treatment	
	Headcount	% Workforce	Headcount	% Workforce	Headcount	% Workforce	Headcount	% Workforce	Headcount	% Workforce
How many staff (in scope of this exercise) are trained as Trusted assessors?	70	0.9%	7	0.6%	33	0.5%	17	18.7%	13	5.7%

* Nursing and non-nursing staff should be counted as dedicated to providing support to people with alcohol misuse if they spend more than 80% of their time in this role

** Trusted assessors work in an LA-commissioned alcohol and drug setting with the qualifications, skills, knowledge and experience needed to carry out health and social care assessments, and to formulate plans of care on behalf of adult social care providers

(https://www.cqc.org.uk/sites/default/files/20180625_900805_Guidance_on_Trusted_Assessors_agreements_v2.pdf)

Treatment providers: summary of key findings (1)

The key findings of the drug and alcohol workforce census for treatment providers are detailed below. They include data for submissions from the voluntary sector, the NHS, the independent/private sector and activity relating to treatment provisions submitted by local authorities (LA-delivered treatment). We received 416 submissions for treatment provider organisations.

- The voluntary sector makes up 78% of the treatment provider workforce with 8,768 WTE, with the NHS the second largest sector at 16% (1,786 WTE). The independent/private sector and LA-delivered treatment sector account for a smaller proportion of the workforce at 3% (299 WTE) and 4% (417 WTE) respectively.
- Alcohol and drug workers make up the largest proportion of the workforce at 47%, with service managers/administrators the next largest group at 23% of the workforce and nurses 9%. Registered nurses are the largest role within the nurse group with 921 WTE (94%).
- Vacancy rates ranged from 11% (voluntary sector) to 25% (LA-delivered treatment sector) for all staff and for the largest staff group, alcohol and drug workers, from 13% (voluntary and independent/private sectors) to 21% (NHS).
- 12% of the treatment provider workforce are unpaid/volunteers. Bands 5 (£22k-31k) and 6 (£32-39k) each make up a quarter of the workforce overall, but for the voluntary and independent/private sectors approximately 80% of the workforce are Band 5 or below (<£32k) compared to approximately 65% for the NHS and 57% for LA-delivered treatment.
- The majority of the alcohol and drug workers staff group (93%) are band 5 or lower (<£32k), compared to 76% within this salary range across all staff groups.
- Individuals who have been in post for less than one year make up the highest proportion of staff overall, with the voluntary sector reporting the highest rate at 40%. LA-delivered treatment staff have the lowest percentage of staff that have been in post for less than a year at 17%.
- Overall, 84% of staff are on permanent contracts ranging from 78% in LA-delivered treatment services to 90% in the independent/private sector. 69% of staff work full time, which was consistent across sectors.
- The ethnicity of the workforce across all sectors had a higher proportion of Black/Black British staff (5%-9%) than for the English working age population (4%) and a lower proportion of Asian/Asian British staff (4%-8%) than the English working age population (9%).

Treatment providers: summary of key findings (2)

- The workforce was generally older than the English working age population with most sectors reporting a higher proportion of staff in the 40-49 and 50-59 age ranges.
- 10% of staff reported a disability although this was lower for the NHS (7%) and LA (5%) sectors.
- There were 472 non-medical prescribers (NMPs) reported of which 389 (82%) were actively prescribing in their current role. Nurses were the main NMPs reported, making up 86% of all active NMPs.
- 167 social workers were reported within this section which was higher than the 114 reported in the main workforce census as social workers. These additional social workers will be employed in other roles, for example, as alcohol and drug workers.
- 63 organisations reported a percentage of their nursing staff as dedicated alcohol nurses although 162 reported that they had no nurses dedicated to this role. It was a similar profile for non-nursing staff dedicated alcohol posts with 82 organisations reporting some dedicated staff but a further 136 reporting zero dedicated staff.

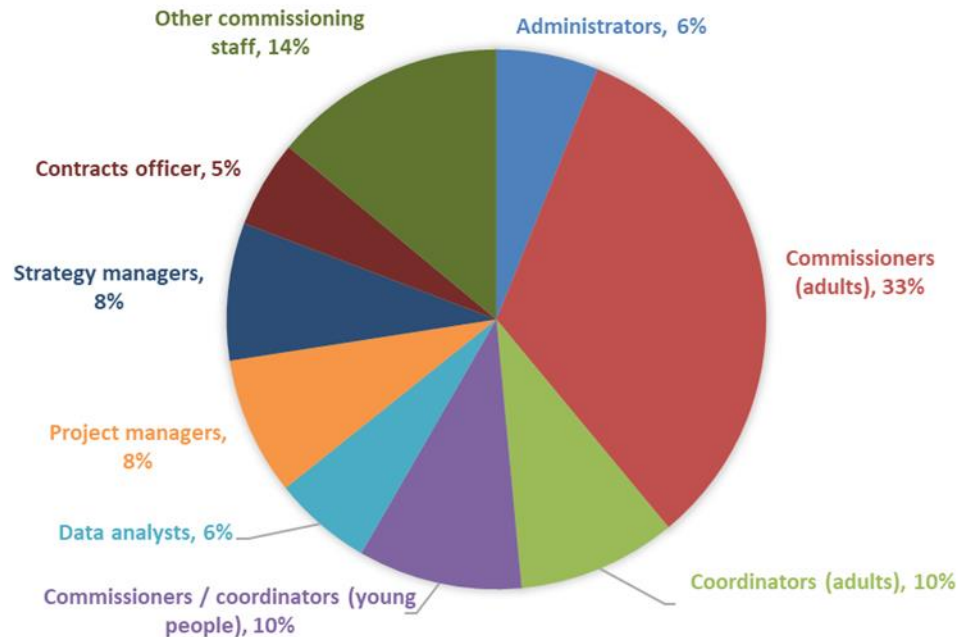
LA Commissioners

Commissioning workforce composition

The chart and table below are based on whole time equivalent (WTE) workforce numbers.

Commissioners and coordinators for adult services made up 43% of the commissioning workforce with 10% dedicated to services for young people. Data analysts, project and strategy managers made up a further 22% of the workforce with contracts officers accounting for 5% of the workforce.

Local Authority Commissioning Staff Skill Mix

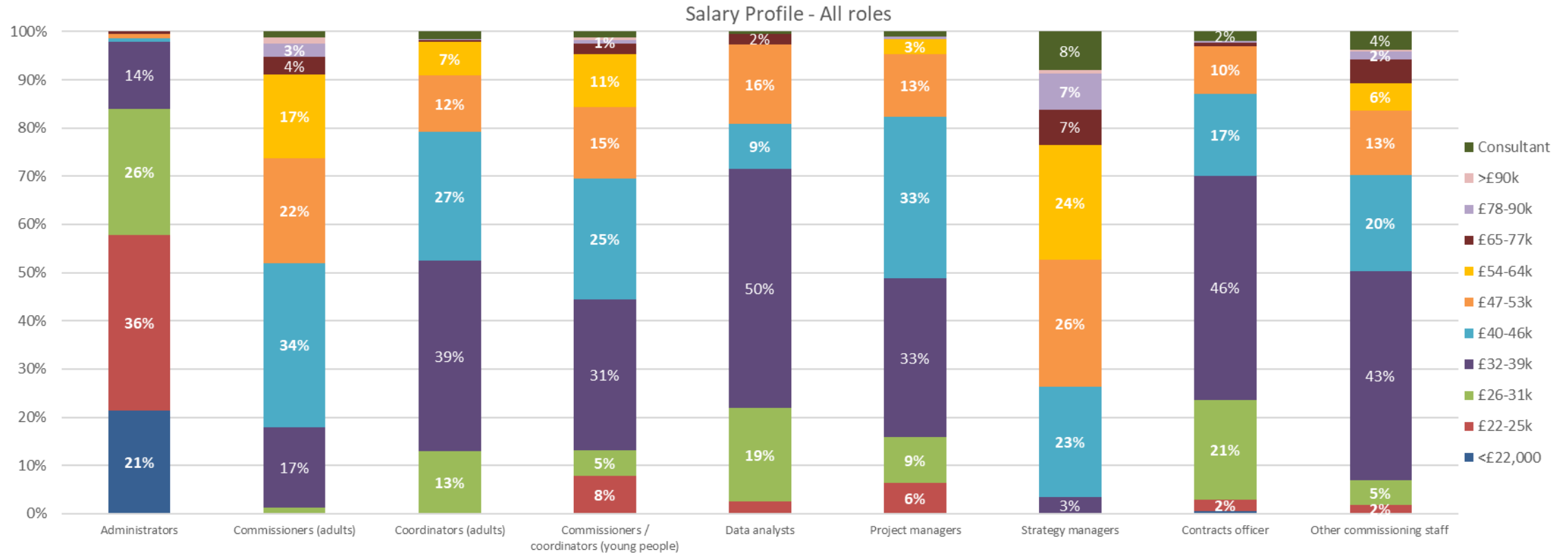


Commissioning workforce by role

LA Commissioning roles	WTE	%
Administrators	24	6%
Commissioners (adults)	131	33%
Coordinators (adults)	38	10%
Commissioners / coordinators (young people)	39	10%
Data analysts	24	6%
Project managers	33	8%
Strategy managers	33	8%
Contracts officer	21	5%
Other commissioning staff	56	14%
Total	398	100%

Salary profile for commissioning roles

The chart below shows the salary profile for commissioning roles and highlights the diversity of rates for apparently similar roles.

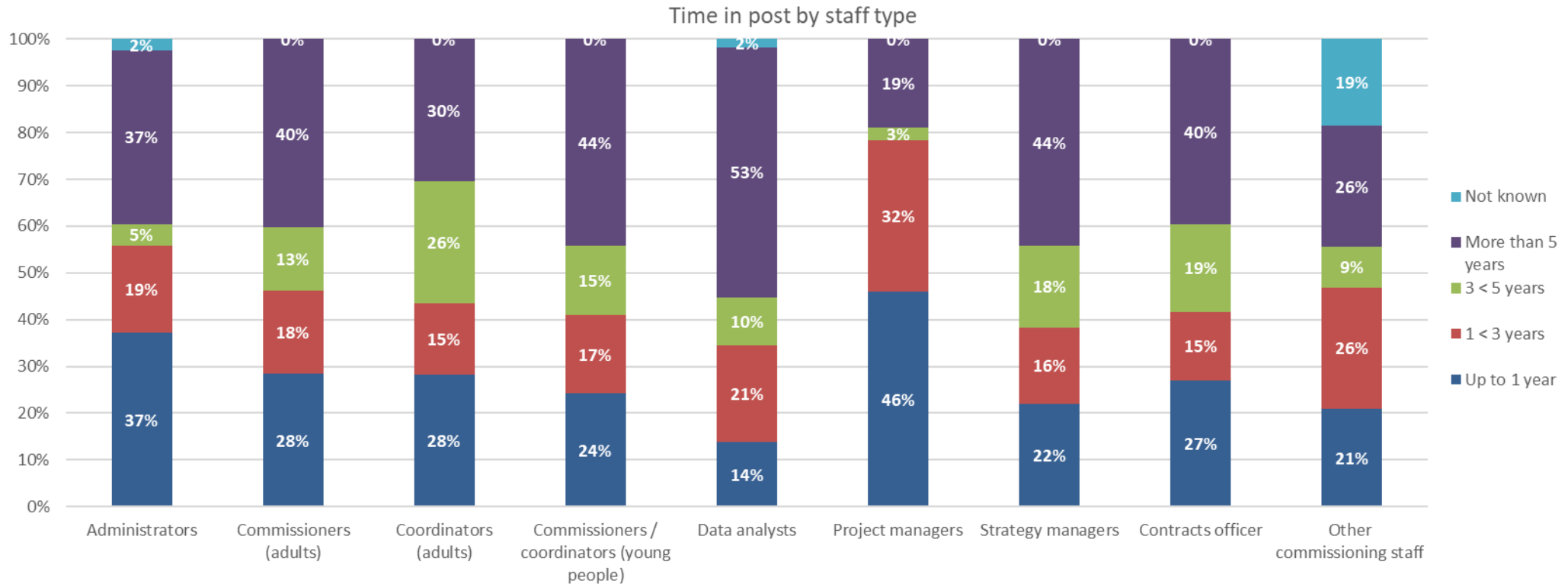


WTE	24	131	38	39	24	33	33	21	56
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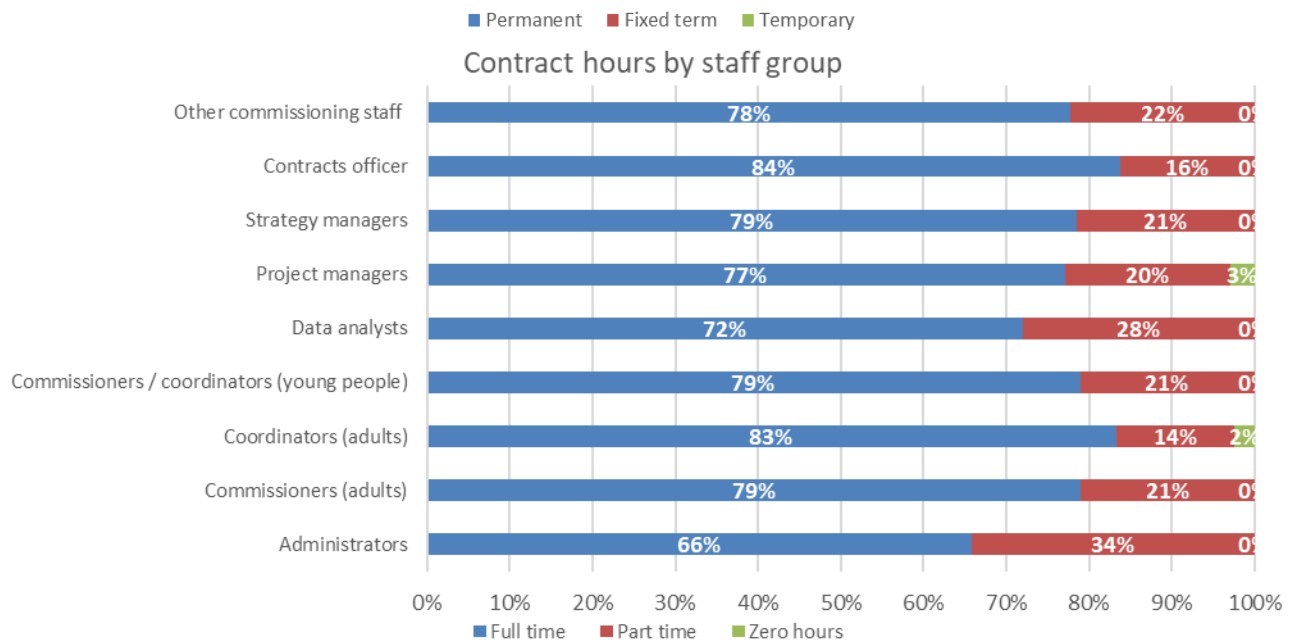
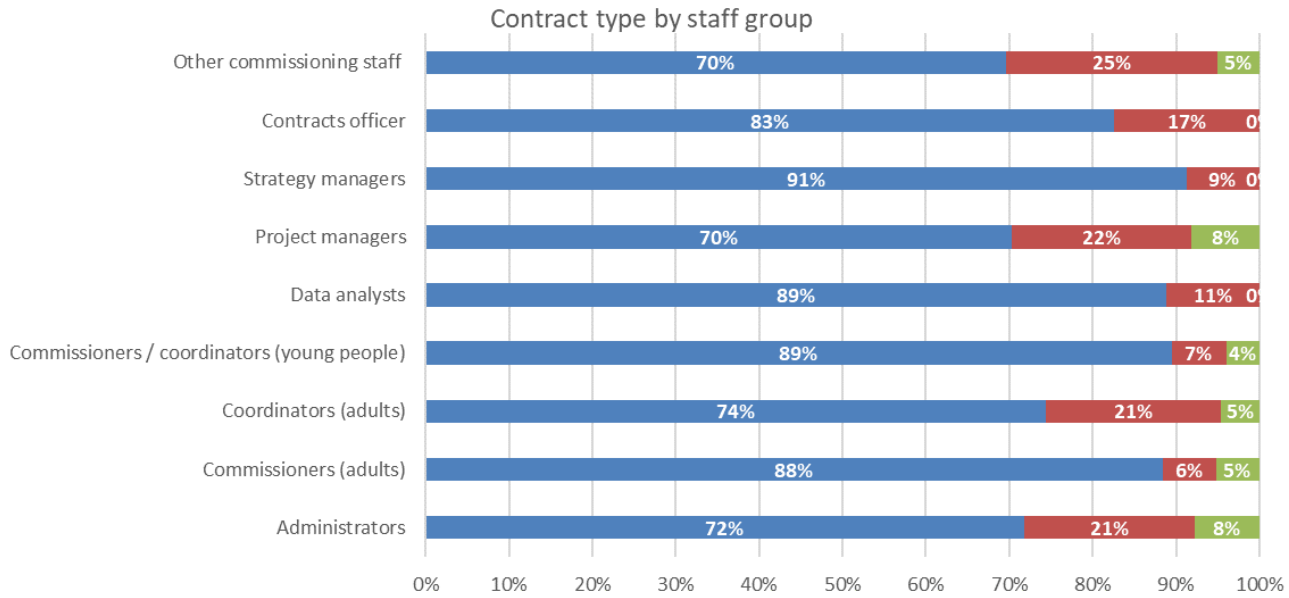
Time in post by staff group

This section is based on headcount. With staff working across multiple roles, participants were asked to apportion the WTE as appropriate. For headcount, participants were asked to enter the staff in each role their time was allocated, for time in post, contract type and contract hours. It was acknowledged that this would lead to duplication in the number of staff reported and therefore this section focusses on the workforce profile rather than the absolute number of staff (headcount) reported against each role.

The chart below plots the percentage of staff that have been in post in four bands, from less than one year to more than five years. Project managers have the highest proportion of staff in post less than a year at 46%. Data analysts (53%) and strategy managers (44%) have the highest proportion of staff in post more than 5 years.



Contract type and contract hours by staff group



The charts to the left show the breakdown of contract type (top) and contract hours (bottom) by commissioning job roles.

Other commissioning staff and project managers report the lowest percentage of staff on permanent contracts which ties in with project managers reporting the highest proportion of staff in post for less than a year (previous page). This group also have staff (3%) on zero hour contracts.

Between 72% and 83% of staff across job roles work full time, the exception being administrators which is slightly lower at 66% part time.



Workforce metrics for commissioning staff

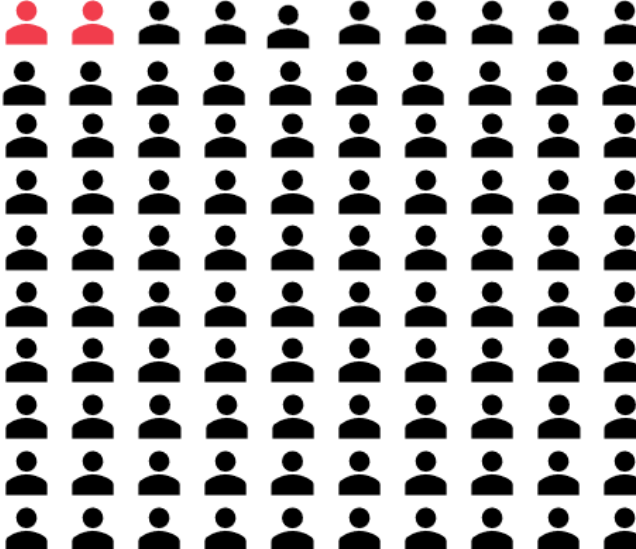
For all commissioning staff roles, the vacancy, sickness and turnover rates were as follows.

The census did not capture this data at a more granular role level.

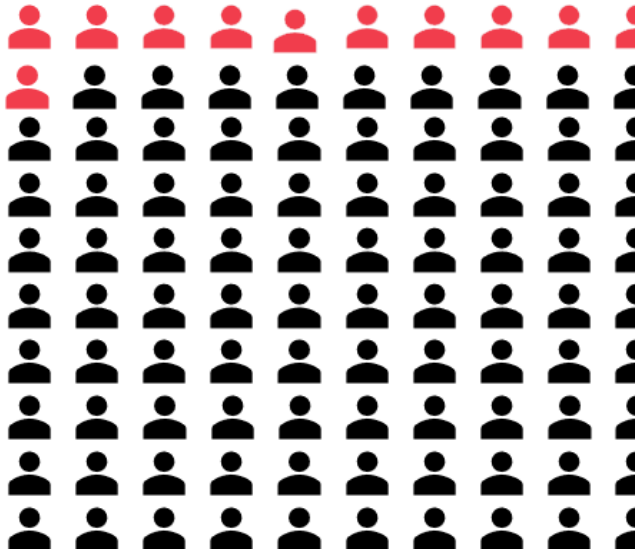
14% vacancy rate



2% sickness rate



11% turnover



Demographic profile

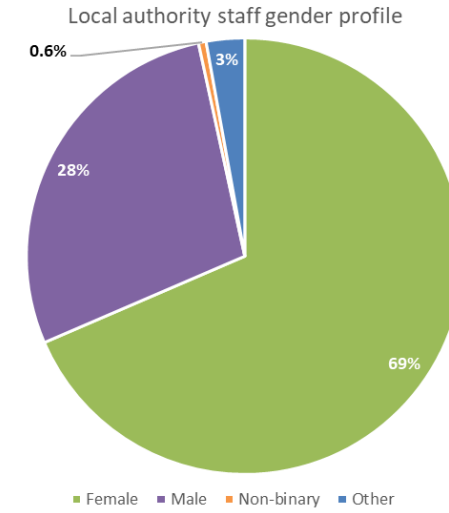
The demographic profiles illustrated below are based on workforce data for all local authority staff, both commissioning and LA-delivered treatment. We are not able to disaggregate further.

The bar chart below shows that the ethnicity profile of staff working in local authority commissioning roles is in line with the English working age population. Note that unknown responses have been excluded from the chart.

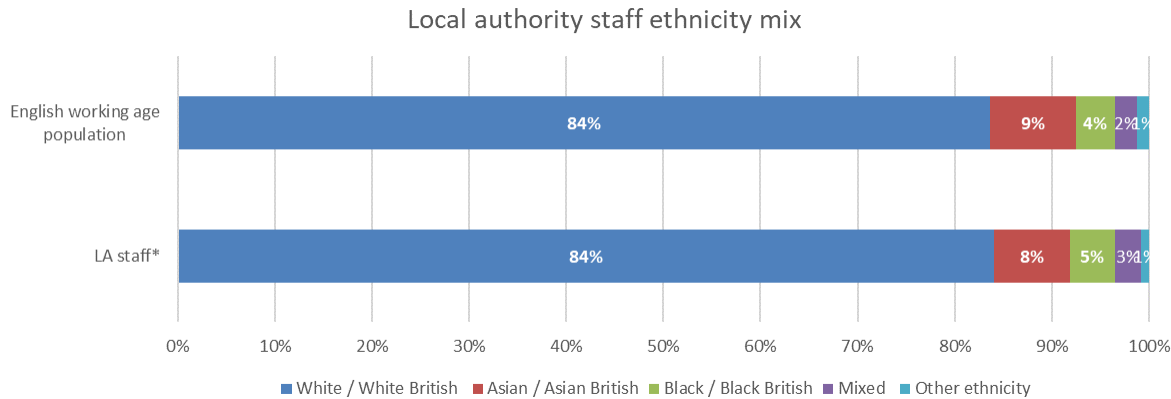
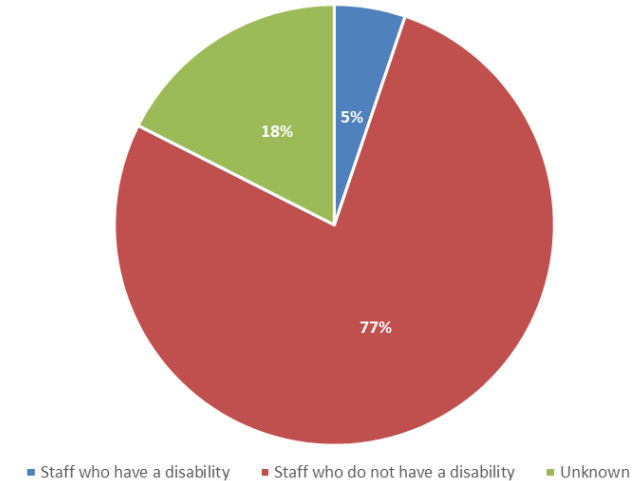
The top pie chart to the right shows that 69% of staff were female. This is in line with drug and alcohol treatment providers in the NHS but higher than the rates reported by drug and alcohol treatment providers in the voluntary (58%) and independent/private (60%) sectors.

The bottom pie chart shows that 5% of LA staff reported a disability, below the 10% reported for voluntary and independent/private providers and the 10% reported by NHS drug and alcohol treatment providers.

There were 103 LA submissions that responded to the question about the percentage of staff that identified as LGBTQ+. The median and 75th percentile rates were both 0% with 25 of the 103 respondents reporting a rate above 0%.



Local authority staff disability profile



Commissioning: summary of key findings

Local authorities made 165 submissions. Of these, 119 contained workforce data for commissioning staff only, and a further 15 contained information relating to treatment provider staff as well as the commissioning workforce. The remaining 31 submissions contained only treatment provider staff. Please note, that the data on demographics is for all local authority staff as we are not able to disaggregate it to commissioning and treatment provider staff separately. The key findings for local authority staff are summarised below:

- Local authorities reported 398 WTE commissioning staff across nine roles, the largest of which was 'commissioners (adult)', at 33% of the workforce. The remaining staff were relatively evenly reported across the eight other roles with between 5% and 10% of the workforce in each.
- The salary reported for each roles varied considerably, highlighting a diversity across apparently similar roles. To some extent this will reflect the seniority of staff but may also reflect different banding of staff across authorities.
- Overall, 78% of commissioning staff were full time with 83% on permanent contracts and 26% in post for less than a year. Project managers reported the lowest percentage of staff on permanent contracts, 3% of staff on zero hour contracts and the highest percentage of staff in post for less than a year.
- For commissioning roles specifically, the vacancy rate was 14%, turnover 11% and sickness absence 2%. These were generally in line or below the rates reported for treatment provider staff.
- The ethnicity profile for local authority staff is generally in line with the English working age population.
- The age profile of staff in this sector had a higher proportion of staff aged 40-59 (55%) compared to the working age population (39%) but a lower proportion aged 60+ (6%) compared to the working age population (15%).

Lived experience recovery organisations (LEROs)

Workforce composition

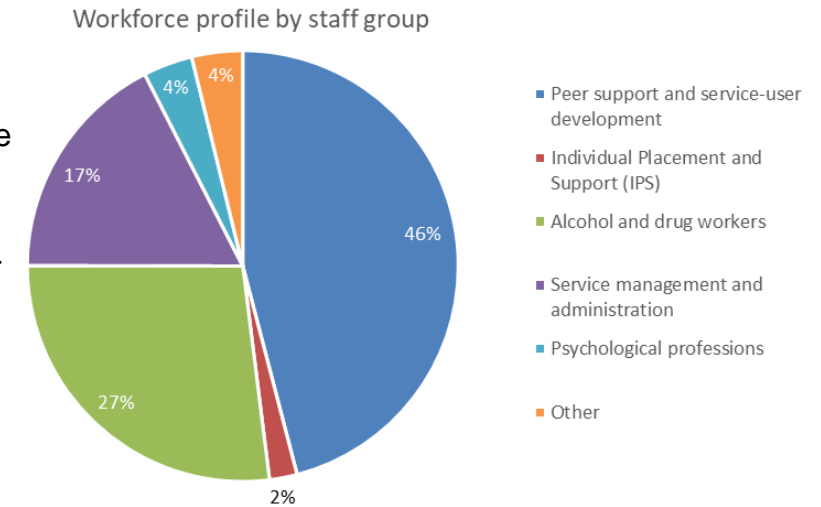
The chart shows the workforce profile by staff group with the table below showing the salary profile. Note the table includes the individual roles reported within the peer support and service user group as well as some alcohol and drug workers and psychological professions employed by LEROs.

Lived experience recovery organisations (LEROs) reported 184 whole time equivalent (WTE) staff in total. Peer support and service user development roles make up the biggest proportion of the workforce at 46% (84.3 WTE) which compared this staff group representing 9% of the treatment providers workforce.

Service managers make up a lower proportion of the workforce in LEROs at 17% compared to 23% for treatment providers.

Within LEROs 17% of the workforce are unpaid/volunteers and 78% are band 4 or below (<£26k). This compares with 12% of treatment provider staff being unpaid/volunteers and 50% a band 4 and below.

When reviewing the LERO workforce the low number of staff reported for some staff groups should be considered.



LEROs by salary and role

LEROs	Peer Support Workers		Service-user Development Workers		Activity facilitator		Individual placement and support		Alcohol and drug workers		Service management and administration		Psychological professions		Other		Total	
	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%	WTE	%
Unpaid / Volunteers	22	33%	0	0%	6	38%	0	0%	2	5%	0	0%	1	15%	0	0%	31	17%
Bands 1-3	22	33%	1	36%	2	12%	0	0%	25	51%	5	17%	4	59%	1	14%	60	33%
Band 4	9	14%	2	64%	7	43%	4	100%	20	40%	6	20%	0	0%	4	57%	52	28%
Band 5	10	15%	0	0%	1	6%	0	0%	1	2%	10	32%	2	26%	0	0%	24	13%
Band 6	2	3%	0	0%	0	0%	0	0%	1	2%	6	20%	0	0%	1	14%	10	6%
Band 7	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	1%
Band 8a	1	2%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	1	14%	4	2%
Band 8b	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Band 8c	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Band 8d	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Band 9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Consultant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	66		3		16		4		50		32		7		7		184	



Time in post, contract type and contract hours by staff group

The table below shows that overall 34% of the LERO workforce have been in post for less than a year (based on 20 responses, 87% of LERO submissions) which was in line with the 37% reported for treatment providers. As for treatment providers, individual placement and support workers had a high percentage of staff in post for less than a year but note this was based on 4 WTE staff in these roles. Similarly, the profiles for psychological professions and other staff need to be viewed in the context of each reporting 7 WTE staff in post.

LEROs by staff group and time in post					
	Up to 1 year	1 < 3 years	3 < 5 years	More than 5 years	Not known
Peer support and service-user development	32%	36%	12%	20%	0%
Individual Placement and Support (IPS)	75%	25%	0%	0%	0%
Alcohol and drug workers	45%	55%	0%	0%	0%
Service management and administration	22%	33%	25%	19%	0%
Psychological professions	0%	60%	0%	40%	0%
Other	29%	14%	0%	57%	0%
All staff	34%	41%	10%	15%	0%

The table below left shows that overall 42% of the LERO workforce were on permanent contracts, 42% on fixed and 17% on temporary contracts. This differs to treatment providers where 84% of staff were on permanent contracts.

The table bottom left shows that 57% of LERO staff worked full time compared to 69% in treatment providers. A lower percentage of LERO staff are on zero hour contracts at 4% compared to 8% for treatment providers.

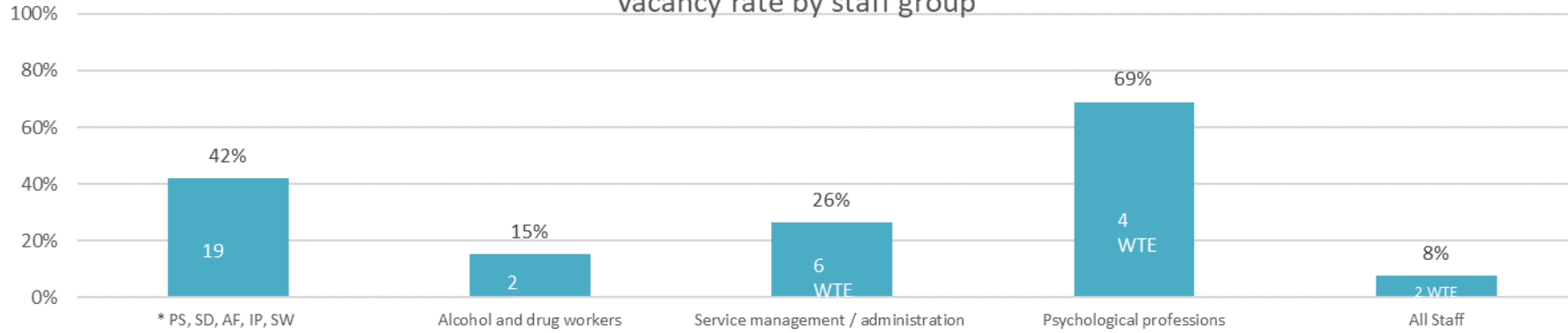
LEROs by staff group and contract type			
Contract type	Permanent	Fixed Term	Temporary
Peer support and service-user development	55%	21%	24%
Individual Placement and Support (IPS)	0%	100%	0%
Alcohol and drug workers	19%	76%	5%
Service management and administration	54%	29%	17%
Psychological professions	40%	0%	60%
Other	71%	14%	14%
All staff	42%	42%	17%

LEROs by staff group and contract hours			
Contract hours	Full time	Part time	Zero hours
Peer support and service-user development	55%	40%	5%
Individual Placement and Support (IPS)	75%	25%	0%
Alcohol and drug workers	59%	36%	5%
Service management and administration	64%	36%	0%
Psychological professions	20%	80%	0%
Other	57%	43%	0%
All staff	57%	39%	4%



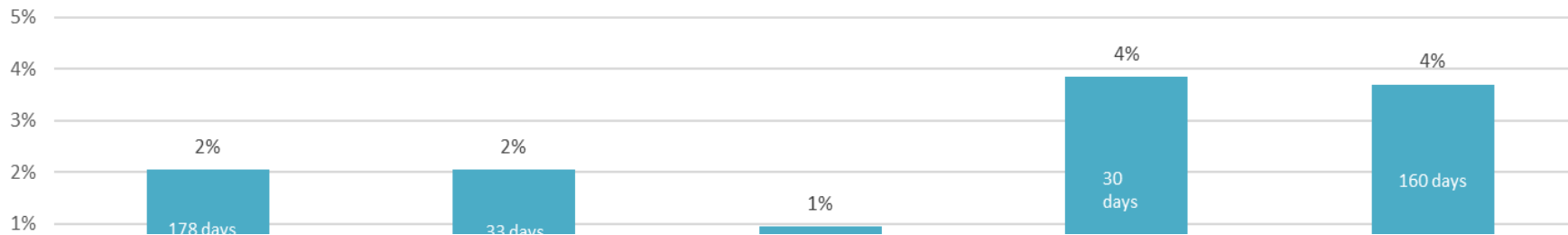
Workforce metrics

Vacancy rate by staff group



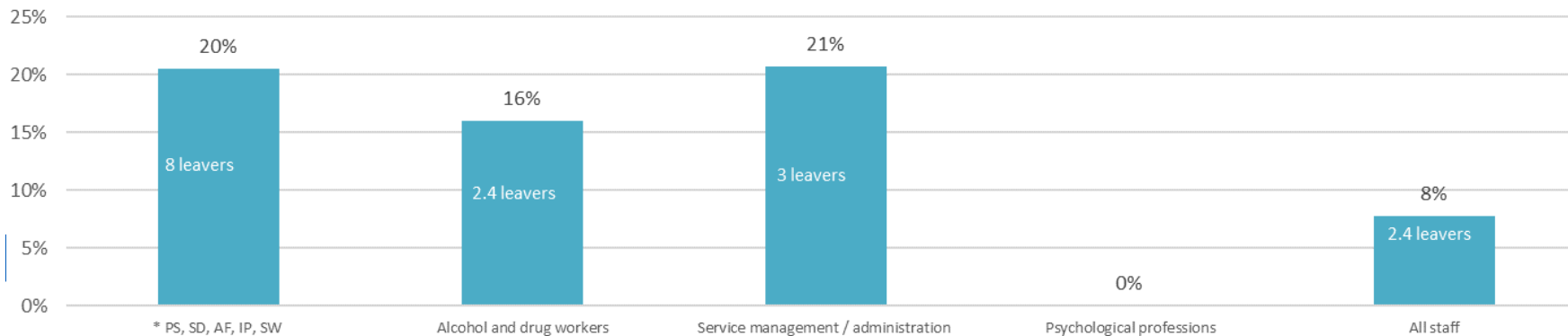
LEROs did not all complete all metric data for all roles. Some provided a total for all staff but no or limited breakdown by staff group, whilst others provided information for some staff groups but not all and no total for all staff. Therefore, the sum of the individual staff groups will not match the 'all staff' information.

Sickness absence rate by staff group and sector



The 42% vacancy rate reported for peer support and development staff is based on 19 WTE vacancies. This rate compared to a vacancy rate of 11% for this staff group in voluntary drug and alcohol treatment providers and 50% for NHS treatment providers.

Turnover rate by staff group and sector



The 20% turnover rate reported for peer support and development staff was based on 8 leavers. The voluntary sector reported a 40% turnover rate for this staff group and the NHS 20%.

**Peer support, service development, activity facilitation, Individual Placement, Support workers*



Demographic profile

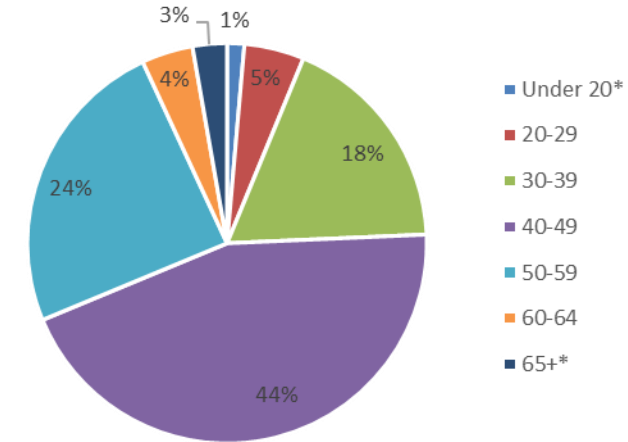
As for the treatment providers there is a higher representation of Black / Black British individuals in the drug and alcohol LERO workforce compared to the English working age population and lower representation of Asian / Asian British individuals in the workforce.

The workforce is generally older than the working age population with 76% of staff aged 40 or over. This compares with 55% of the working age population.

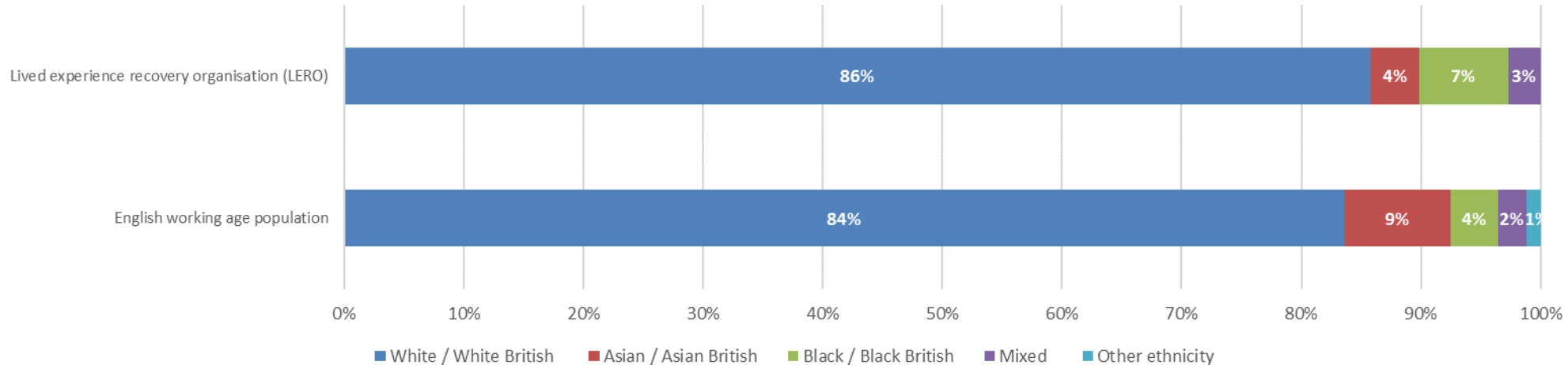
Within LEROs 55% of the workforce were male, 45% female, 1% non-binary and 2% other. This differs to treatment providers where between 58% and 69% of the workforce were female.

Within LEROs, 9% of staff report as having a disability. This is between the 7% reported by voluntary treatment provider organisations and 10% reported by NHS drug and alcohol treatment providers.

All staff age profile



Ethnicity Mix



LEROs: summary of key findings

Lived experience recovery organisations (LEROs) made 23 submissions for a limited number of local authority areas and therefore the analysis within this section should be viewed with some caution but provide a broad overview of the workforce in these organisations. The key findings of the drug and alcohol workforce census for (LEROs) are noted below:

- LEROs reported 184 WTE across six workforce groups with peer support and service user development roles the largest at 84 WTE (46%).
- Unpaid/volunteer staff accounted for 17% of the LERO workforce and 78% are band 4 (<£26k) or below. This compares with 12% of treatment provider staff being unpaid/volunteers and 50% a band 4 and below.
- LEROs reported 34% of staff in post for less than a year with 42% on permanent contracts. The remaining staff were on temporary (17%) and fixed term (42%) contracts.
- 57% of LERO staff were full time which compared to 69% for treatment providers.
- The vacancy, sickness and turnover rate metrics were based on relatively low numbers of submissions making it difficult to state a national position.
- There is a higher representation of Black / Black British individuals in the drug and alcohol LERO workforce compared to the English working age population and lower representation of Asian / Asian British individuals in the workforce.
- The workforce is generally older than the working age population with 76% of staff aged 40 or over. This compares with 55% of the working age population.
- Within LEROs 45% of the workforce were female. This differs to treatment providers where between 58% and 69% of the workforce were female.

Appendices

Appendix 1

Staff group breakdown by role

All sectors

Drug and alcohol workers

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Criminal justice alcohol and drug workers	5.1%	580	2.0	59%	0%	52%	24%	82%	13%	2%
Young peoples' alcohol and drug treatment workers	3.3%	374	1.3	49%	0%	30%	44%	91%	26%	1%
Young peoples' alcohol and drug early intervention and prevention workers	0.6%	74	0.2	38%	0%	38%	37%	84%	19%	9%
Adult early intervention alcohol and drug worker including Identification and Brief Advice (IBA) roles	0.7%	78	0.3	72%	0%	26%	41%	90%	26%	0%
Outreach alcohol and drug workers	1.6%	187	0.6	71%	0%	54%	14%	77%	13%	2%
Harm reduction alcohol and drug workers	1.4%	163	0.5	57%	0%	40%	38%	75%	17%	11%
Alcohol and drug specific housing support worker	0.6%	71	0.2	85%	0%	41%	21%	50%	24%	4%
Alcohol and drug specific education, training & employment (ETE) worker	0.4%	40	0.1	50%	0%	20%	60%	93%	28%	0%
Co-occurring mental health and alcohol and drug workers	0.4%	51	0.2	40%	2%	45%	27%	69%	10%	0%
Specialist homelessness/rough sleeping alcohol and drug workers	1.7%	193	0.7	55%	0%	58%	12%	52%	9%	1%
Family/parental alcohol and drug workers	1.7%	194	0.7	50%	0%	38%	37%	88%	24%	1%
Other alcohol and drug workers	11.6%	1,330	4.5	66%	0%	33%	44%	88%	22%	4%
Total (of rows above)	29.1%	3,336	11.2	61%	0%	39%	36%	83%	19%	3%
Total Staff in group*	48%	5,443	18.3	57%	0%	38%	39%	87%	20%	3%

* Participants were asked to submit the total number and WTE drug and alcohol workers and then provide a breakdown by the specific roles. Not all were able to provide a breakdown of all roles. Therefore, the two totals show the sum of the individual drug and alcohol worker roles where these were provided and the overall summary total that all providers submitted.

Service managers

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Alcohol and Drug Service Manager / Team Leader	11.5%	1,312	4.4	4%	9%	30%	51%	95%	14%	0%
Volunteer Coordinators	0.7%	78	0.3	29%	0%	27%	48%	88%	29%	0%
Administrative - Manager / Administrator	6.0%	691	2.3	83%	0%	31%	46%	92%	34%	1%
Data Manager / Analysts / Administrator	2.7%	309	1.0	68%	0%	26%	49%	93%	34%	0%
Other service management and administration staff	2.0%	225	0.8	42%	9%	27%	46%	88%	26%	3%
Total staff in group	23%	2,615	8.8	37%	6%	29%	49%	93%	24%	1%

Pharmacy roles

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Pharmacist	0.18%	21	0.1	3%	63%	33%	33%	71%	32%	14%
Pharmacist - Pre-registration		0								
Pharmacy Technician - Accredited checking technician	0.04%	4	0.0	0%	0%	38%	50%	100%	29%	0%
Pharmacy Technician - Non-accredited checking technician		0								
Pharmacy Technician (Trainee)		0								
Pharmacy Assistant		0								
Total staff in group	0%	25	0.1	2%	52%	34%	37%	77%	31%	11%

Nursing and aligned roles

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Registered nurses	8.0%	921	3.1	2%	9%	30%	45%	91%	28%	2%
Advanced Level Practice Nurse (subset of registered nurse) *	0.4%	50	0.2	3%	30%	26%	48%	91%	25%	9%
Nursing Associates - Band 4	0.2%	25	0.1	84%	4%	26%	48%	91%	22%	0%
Student Nurse	0.3%	29	0.1	93%	0%	100%	0%	12%	0%	94%
Total staff in group	9%	975	3.3	7%	9%	31%	45%	89%	28%	4%

* Advanced level practice nurse is a subset of registered nurses

Support Workers and Other Unregistered Clinical Staff

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Support Workers and Other Unregistered Clinical Staff	1.9%	218	0.7	96%	0%	32%	41%	93%	23%	3%
Total staff in group	2%	218	0.7	96%	0%	32%	41%	93%	23%	3%

Social work roles

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Social Workers (registered to practice on the Social Work England register)	0.5%	60	0.2	0%	9%	22%	54%	96%	15%	0%
Social Workers - Pre-registration	0.6%	74	0.2	70%	0%	98%	0%	4%	6%	90%
Total staff in group	1%	134	0.5	39%	4%	51%	33%	57%	11%	39%

Peer support, service development, activity facilitation & placement and support staff group

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Peer Support Workers	6.0%	684	2.3	96%	0%	59%	16%	28%	25%	61%
Service-user Development Workers	0.9%	104	0.4	77%	0%	38%	41%	61%	11%	32%
Activity facilitator	1.7%	193	0.7	93%	0%	51%	19%	38%	22%	57%
Individual placement and support (IPS) employment specialist worker	0.5%	52	0.2	70%	0%	79%	9%	52%	15%	2%
Senior individual placement and support (IPS) employment specialist worker	0.2%	19	0.1	5%	0%	57%	33%	67%	5%	0%
Total staff in group	9%	1,052	3.5	91%	0%	62%	26%	60%	27%	53%

Allied health professionals (AHPs)

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Occupational Therapist (OT)	0.0%	3	0.0	0%	0%	50%	0%	50%	0%	0%
Occupational Therapist (OT) (Trainee)		0								
Other AHPs	0.1%	6	0.0	23%	0%	75%	25%	100%	50%	0%
Other AHP trainee	0.0%	2	0.0	100%	0%	100%	0%	0%	0%	100%
Total staff in group	0%	11	0.0	30%	0%	75%	13%	63%	25%	25%

Psychiatry roles

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Substance Misuse Psychiatrists (on the substance misuse register)	0.7%	81	0.3	0%	48%	18%	74%	91%	43%	5%
Other Adult Psychiatrist (not on the substance misuse register)	0.1%	6	0.0	0%	4%	20%	93%	80%	70%	0%
Other CYP Psychiatrist (not on the substance misuse register)	0.0%	2	0.0	0%	1%	20%	100%	100%	60%	0%
Specialty doctor / Associate Specialist in Psychiatry / staff grade (SAS doctors)	0.4%	51	0.2	0%	30%	31%	59%	91%	47%	3%
Psychiatry - Training grade doctors ST4-ST6	0.1%	16	0.1	0%	9%	50%	32%	14%	53%	0%
Psychiatry - Trainee grade CT1-CT3	0.1%	10	0.0	0%	6%	58%	0%	33%	86%	0%
Psychiatry - Trainee grade FY1-FY2	0.0%	2	0.0	0%	1%	100%	0%	0%	50%	0%
Total staff in group	1%	168	0.6	0%	99%	37%	61%	84%	48%	3%

Other doctors

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
General Practitioners	0.4%	50	0.2	4%	96%	21%	51%	91%	67%	10%
General Practitioner trainee (ST1, ST2 or ST3)	0.1%	6	0.0	50%	33%	100%	0%	0%	0%	67%
Total staff in group	0%	56	0.2	9%	89%	23%	49%	88%	65%	11%

Psychological professions

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Consultant Practitioner Psychologist - registered	0.1%	16	0.1	0%	86%	40%	40%	100%	50%	0%
Practitioner Psychologist - registered	0.2%	23	0.1	0%	52%	28%	24%	86%	83%	0%
Trainee Clinical Psychologist (non-registered)	0.0%	1	0.0	100%	0%	100%	0%	0%		
Assistant Psychologist (non-registered)	0.3%	31	0.1	53%	2%	66%	16%	42%	19%	3%
Trainee Counselling Psychologist (non-registered)		0								
Trainee Psychologist (non-registered)	0.0%	3	0.0	33%	0%	0%	100%	100%	0%	0%
Counsellor - registered	0.9%	105	0.4	51%	2%	18%	55%	88%	38%	8%
Trainee Counsellor (non-registered)	1.0%	110	0.4	94%	3%	68%	2%	5%	9%	89%
Psychotherapist -registered	0.1%	12	0.0	48%	22%	38%	31%	86%	64%	0%
Trainee Psychotherapist (non-registered)	0.0%	3	0.0	67%	33%	67%	0%	50%	0%	50%
Psychology / therapy support role	1.0%	115	0.4	31%	2%	48%	32%	71%	19%	15%
Total staff in group	4%	419	1.4	52%	9%	46%	29%	61%	27%	28%

Treatment providers: Other staff not captured in identified groups

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Other staff (<i>not included in the rows above</i>)	2.9%	332	1.1	60%	5%	37%	37%	70%	27%	18%
Physician Associate	0.0%	5	0.0	0%	100%	17%	83%	100%	33%	0%

Local authority: Commissioning roles

Role	% Total workforce	Total WTE	WTE per 1000 Treatment numbers	% Salary <£26k	% Salary £47k +	% <1 year in post	% >3 years in post	% Permanent contract	% Part time	% Zero hours
Local authority alcohol and drug administrators	0.2%	24	0.1	58%	1%	37%	42%	72%	34%	0%
Local authority alcohol and drug commissioners (adults)	1.1%	131	0.4	0%	48%	28%	54%	88%	21%	0%
Local authority alcohol and drug coordinators (adults)	0.3%	38	0.1	0%	21%	28%	57%	74%	14%	2%
Local authority alcohol and drug commissioners / coordinators (young people)	0.3%	39	0.1	8%	32%	24%	59%	89%	21%	0%
Local authority alcohol and drug data analysts	0.2%	24	0.1	3%	19%	14%	64%	89%	28%	0%
Local authority alcohol and drug project managers	0.3%	33	0.1	6%	17%	46%	22%	70%	20%	3%
Local authority alcohol and drug strategy managers	0.3%	33	0.1	0%	71%	22%	62%	91%	21%	0%
Local authority contracts officer	0.2%	21	0.1	3%	13%	27%	58%	83%	16%	0%
Other LA commissioning staff (Please provide details of roles in comments tab)	0.5%	56	0.2	2%	30%	21%	35%	81%	25%	0%
Total staff in group	3%	398	1.3	5%	34%	26%	52%	84%	22%	0%

Appendix 2

HR Metric definitions

HR metric definitions

Vacancy Rate	As at 30.6.2022	Numerator: Number of vacancies (WTE) by roles Denominator: Total funded establishment (WTE); multiplied by 100 to give the percentage rate
Sickness/ Absence Rate	1.7.2021 - 30.6.2022	Numerator: WTE sickness and absence days Denominator: Total available WTE working days, multiplied by 100 to give the percentage rate
Staff Turnover Rate	1.7.2021 - 30.6.2022	Numerator: Leaver WTE in the period, Denominator: Average WTE staff in post, multiplied by 100 to give the percentage rate
Funded Establishment		This is the sum of staff in post and vacancies

Appendix 3

Change log

Version	Change	Change log
V2	Physician Associate roles	4.9 WTE Physician Associate roles relocated to 'Other staff' from 'Other doctors'. Pages 17,19, 23, 25, 26, 27, 29, 30, 63, 64.

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