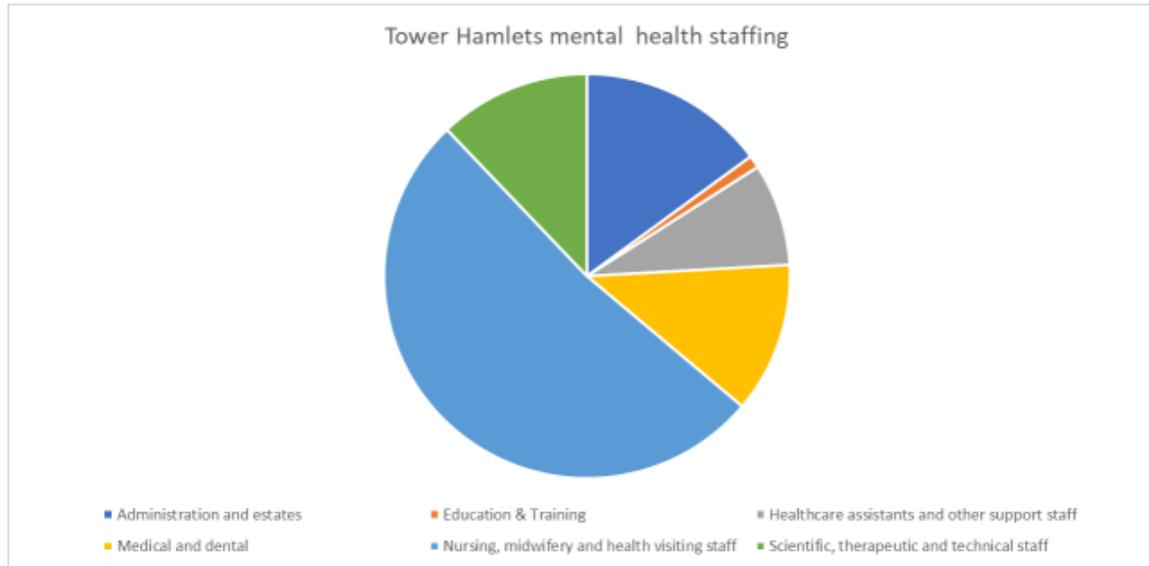


Mental health



We have 703 whole time equivalent posts working in Tower Hamlets mental health services, with 665 posts filled, 38 vacancies, a vacancy rate of 5.4%. We have grown our establishment by 112 posts since 2018, following investment via the NHS Long Term Plan, with growth in perinatal, childrens young peoples mental health, primary care talking therapies, adult mental health community and crisis teams. Average sickness rate of 3.69%.

We have a range of initiatives in place to improve recruitment and retention and develop our workforce, including:

- New community connector roles, employed by voluntary sector & working as full members of our community mental health teams
- New clinical associate in psychology roles, providing opportunities for people to join the psychology workforce via an apprenticeship route
- Various other apprenticeship opportunities, and graduate opportunities such as Thinkahead social work programme
- A well-developed well-being programme for our staff that goes beyond a traditional offer, recent examples include support to our staff with parenting, staff experiencing menopause, online education for children during the pandemic, well developed staff networks

Extended primary care teams



We have 189 whole time equivalent posts working in our extended primary care teams working in and around neighbourhoods. Vacancy rates in community nursing are high, requiring significant use of agency staff to cover. We continue to focus on growing our workforce, as described above, and are working with the Integrated Care System partners to develop a workforce strategy.